

Moving Mountains for a better future

Sustainability Report

2024





Cover Art by Ima Montoya.

Title: **Azules** | Date: **Barcelona 2025** | Media: **Oil On Canvas** | Size: **2m x 2m (Diptych)**

The work Azules is born as an immersion into the liquid memory that inhabits us. It seeks not so much to capture water as a material, but rather its presence: silent, deep, alive. I wanted to evoke the seabeds—those submerged landscapes where light filters in timidly and everything moves with a slowness that seems beyond time.

Water has been with us from the beginning; we are water in motion. Its stillness is not absence, but attention. It is a deaf element, yes, but not mute. It has its own voice, its own breath, its own way of holding and transforming. I am drawn to water because it carries within it a lesson of life: it flows without getting lost, adapts without surrendering and can be calm and tranquil but also can be wild and dangerous.

Azules is also an evocation of that inner, submerged world we all carry within—a private space where memories float, along with dreams and the deepest emotions. It is an invitation to pause, to look inward, to let ourselves be permeated by this essential matter that connects us to all living things.

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This Sustainability Report has been designed and edited by Gruber Logistics S.p.A. with the support and the methodological assistance of Up2You

Dear Valued Stakeholders



Dear stakeholders,

as we present our third Sustainability Report, we do so in a world grappling with significant economic and geopolitical challenges that have far-reaching impacts on people and communities. In this context, enhancing social sustainability practices is more crucial than ever, as we strive to mitigate these negative effects and foster a more equitable and resilient future.

At Gruber Logistics, we remain committed to integrating sustainability into the very fabric of our business, from reducing our environmental footprint to promoting social responsibility and good governance.

This report showcases our progress, challenges, and dedication to transparency.

Thank you for your continued support and trust in Gruber Logistics.

Sincerely,

Martin Gruber
CEO



Our journey towards sustainability

vehicles. This leadership position reflects Gruber Logistics' proactive approach to reducing its environmental footprint and driving innovation in the logistics sector.

We are proud to share our progress with stakeholders, acknowledging that the path towards sustainability is long-term and ongoing. Despite the challenges, we are proceeding incredibly fast, driven by our commitment to transparency, accountability, and innovation. We look forward to continuing our collaboration with partners, customers, and communities to create a more sustainable future, and we are excited to share our future achievements and lessons learned along the way.

Andrea Condotta
Director
Public Affairs, Innovation & Sustainability

Over the past year, Gruber Logistics has made significant strides in embedding sustainability into its operations. The company has been systematizing its actions related to social sustainability and governance, demonstrating a commitment to transparency and accountability. This effort is driven by the desire to prove, first to ourselves, that we are moving in the right direction, with every achievement serving as a clear indication of progress and every failure highlighting areas for improvement.

In social sustainability and governance, Gruber Logistics is working towards certifying its commitment, underscoring its dedication to creating a better company for its employees and the communities it serves. Despite the challenges posed by a rapidly changing market, the company remains

focused on enhancing its social sustainability and governance practices.

As far as environmental sustainability is concerned, Gruber Logistics has already established itself as a recognized leader in Europe. The company has been actively involved in major European projects focused on deploying new technologies and setting new standards for emission accounting, working closely with authorities such as ministries and European Commission. Moreover, it plays a leading role in key European Associations at EU level such as ALICE, the main relevant European network on logistics innovation, and 2ZERO, the association created by the automotive sector and the European Commission to support research and innovation on zero emission

Introduction

With the introduction of the Corporate Sustainability Reporting Directive (CSRD), companies are called to commit to disclose how their activities affect both the environment and society and define how changes in the world impact the company's activities. The European Union's strategy aims at creating a resource-efficient, modern and competitive economy with net-zero greenhouse gas (GHG) emissions by 2050. This initiative also focuses on protecting, preserving, and strengthening the EU's natural capital, while also ensuring that the health and well-being of citizens are safeguarded from environmental risks. Measures are designed to create an economy that genuinely benefits its people, starting from bolstering the social market economy and securing a future marked by stability, job creation, growth, and sustainable investments. In this context, improving accountability and utilizing data-driven measures will be crucial in the years ahead.

Gruber Logistics is committed to progressively bolstering its accountability across all ESG indica-



tors while offering stakeholders a clear, transparent view of our progress through annual sustainability reports. With this publication, we continue along the path we embarked on last year, marked by the introduction of the European Sustainabil-

ity Reporting Standards (ESRS), which provide a consistent framework for reporting on environmental, social, and governance (ESG) topics in accordance with the Corporate Sustainability Reporting Directive (CSRD).

To demonstrate our genuine commitment, we openly share our performance, goals, and vision, fully aware of our roles within the global value chain. Publishing a sustainability report is far more than a compliance exercise. It is indeed

a clear declaration of our dedication to transparency, accountability, and responsibility. It not only highlights the tangible measures we have implemented to address environmental challenges, foster diversity and inclusion, and promote respon-

sible business practices, but it also reflects our efforts to integrate environmental, social, ethical and economic considerations into every facet of our operations.

Our sustainability efforts are closely aligned with the United Nations Sustainable Development Goals (SDGs), and we are steadfast in our commitment to contributing to these essential targets. In this report, you will learn about the steps we have taken to reduce our environmental footprint, our investments in research and development for innovative emissions mitigation solutions, and our initiatives to foster inclusive practices. Although the journey ahead is challenging, we are driven by a vision of a future where environmental stewardship, social responsibility, and economic prosperity coexist harmoniously. By sharing our sustainability journey, we hope to spark meaningful dialogue and collaboration with all our stakeholders.



Highlights 2024



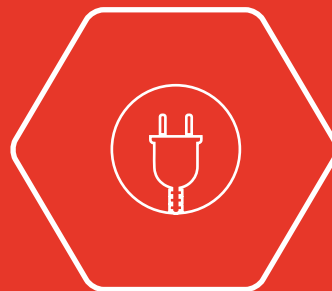
10.000 t of
CO₂e

emissions avoided due
to the use of alternative
fuels



20.000 trucks
avoided

on Alpine crossings,
reducing emissions via
intermodal transport



48%

electricity from
sustainable sources



5

Heavy duty
electric truck



ISO
27001

Information Security
Management compliant



9

number of research
projects currently
underway



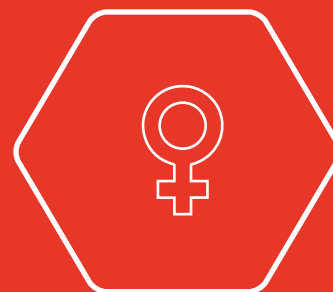
100%

of employees paid above
adequate wage



76%

of employees under 50
years old



52%

of women
Gender distribution in
white-collar roles



100%

policies coverage and
monitoring system across
the entire group

The Group



The GRUBER Logistics Group

Gruber Logistics is a **logistics and transportation company** headquartered in Auer/Ora, South Tyrol, Northern Italy. It is a multinational company that, despite its corporate structure, retains a strong focus on people and relationships, typical of family-owned businesses.

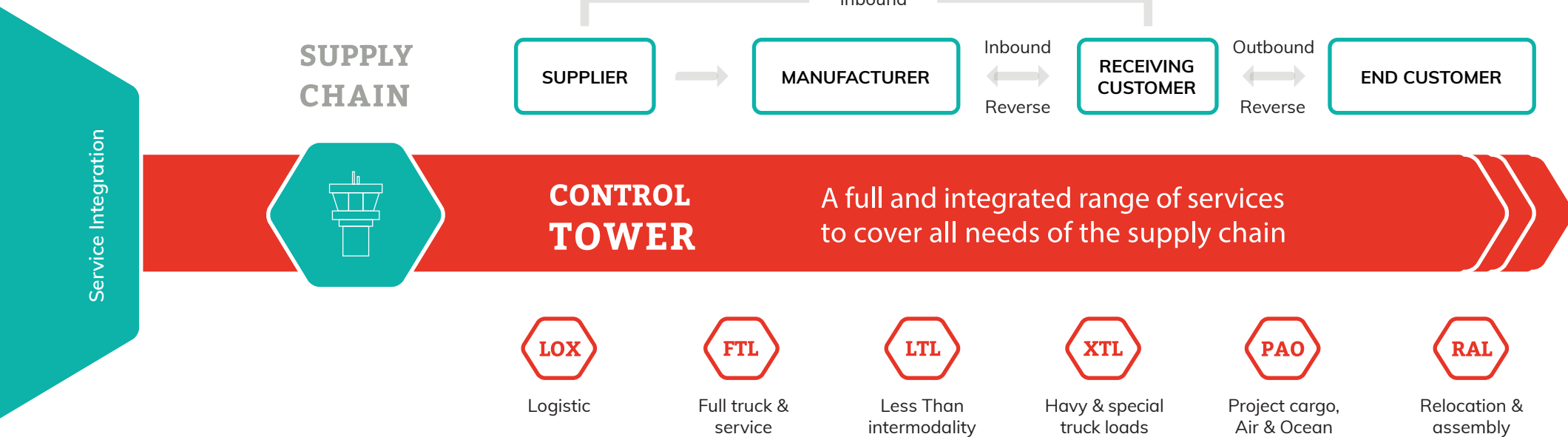
The company is now led by the third generation of the Gruber family.

Gruber Logistics offers comprehensive transport and logistics services, tailored to meet all the needs of a B2B value chain. Specializing in comprehensive trans-

portation management, including shipping, distribution, and warehousing, the company leads the European market in heavy and oversized freight logistics.

Our services are coordinated through a central control tower, enabling seamless integration and tailored solutions for our clients.

The company is committed to **safe shipments, punctual delivery, and efficient handling of goods**, underpinned by a strong belief in digitalization as a powerful tool to enhance human resources.



Company's presence in the world

Our digitization efforts prioritize increased transparency through shipment monitoring, data sharing along the value chain, and paperless transport solutions.

The Group is strongly committed to decarbonizing transport, with long-standing investments in inter-modal connections, alternative fuels, and cargo optimization.

Over the years, Gruber Logistics has established an extensive network that currently counts 57 locations spread across 15 different countries.



Our history

Over the years, the Company has faced great challenges leading to growth steadily looking towards new markets and sectors.

The dedication of its employees and the desire to innovate have made Gruber Logistics a pioneer in the development of innovative solutions for the decarbonization of the transport sector. Every step counts in the story of Gruber Logistics. What we are today has been created step by step straightforwardly to the future.



1936

Gruber Logistics traces its roots back to **1936**, when **Josef Gruber** founded '**Gruber Giuseppe Transport and International Shipping**' in Bolzano, Italy. **Initially focused on transporting timber** from South Tyrol's mountains to the valleys, the company expanded under Josef's entrepreneurial leadership. Over time, Gruber Logistics specialized in heavy and oversized load transport, establishing its first Italian branch in Milan, soon followed by a German branch in Kiefersfelden.



1980

Around **1980**, the company expanded its logistics offerings to include full, partial, and exceptional transport services, as well as air, sea, and warehousing logistics. With numerous locations across Italy, Austria, and Germany, Gruber Logistics developed a growing network of services and established strong, long-term partnerships with customers.



2000s

In the **2000s**, under the leadership of the second generation of Gruber family, the Company expanded its European operations from its headquarters in Ora, South Tyrol. With an innovative spirit and a strong commitment to customers, Gruber Logistics expanded its presence in Europe by opening new locations in Belgium and the Netherlands.

At the same time, additional services for customers were developed and Gruber Logistics became active in industrial removals.



2010

The year **2010** marked a turning point for Gruber Logistics, which further increased its international network with 24 locations located in Italy, Germany, Austria, Belgium, Netherlands, Romania, Lithuania, Russia and China.



2014

In **2014**, a new management board was formed, comprising Kurt, Christian, Michael, and Martin Gruber, with Martin stepping into the role of CEO. Together, they played a vital role in shaping the organization's purpose, values, mission, and strategies, as well as in establishing policies and goals focused on sustainable development.



2019

In **2019** it launched the digital platform Gruber Beyond for transport management, a groundbreaking achievement, ushering in a new era of efficiency and innovation in Company's operations. This digital platform empowers the Company to optimize logistics, enhance sustainability, and deliver superior services to customers, positioning the Company as the forefront of the industry.



2022

In **2022** the integration of Universal Transport, a German Company specialized in overload and oversized cargos, into Gruber Logistics, created a new European market leader.



2023

In **2023** Gruber Logistics published its first Sustainability Report, marking a significant milestone in the company's commitment to transparency and responsible business practices.



2024

In **2024**, Gruber Logistics has achieved the top ranking in R&D for logistics among European companies, as recognized by the European Commission. This achievement certifies the commitment to design sustainable and innovative logistics solutions, shaping the future of the industry.

Today

1936

THE ROAD WE TRAVELED

We
move
mountains

The values that drive our Company

People and the surrounding environment have always been at the heart of our actions, driving our commitment to their protection and respect.

In more than 80 years in business, we have consistently **made ethical choices, investing in human capital**, reducing our **fleet's environmental impact**, and building strong, transparent relationships with our partners.

The principles that guide the corporate social responsibility of Gruber Logistics are therefore an integral part of our corporate strategy and are fully reflected both in our values and our strategy.

Our mission is to create solutions that simplify our customers' lives, constantly pushing boundaries to help them achieve their goals.

Gruber Logistics envisions becoming a leader in digital innovation within the transportation and logistics industry, blending cutting-edge technology with over 80 years of expertise.



CHALLENGE - ACCEPTING CHALLENGES

Gruber Logistics is accustomed to **challenging the impossible** and solving problems that seem insurmountable. The willingness to accept difficult challenges is ingrained in the Company's DNA, actively promoting change in a rapidly evolving world.



MOTIVATION - INFUSE MOTIVATION

Employee motivation is the engine that drives the Company toward ambitious goals. Gruber Logistics provides **space** and **support** for the professional and personal growth of its employees, creating a positive business climate and becoming a reference point for those who want to actively shape their lives.



TRUST - GROWING TRUST

Trust is a foundation on which Gruber Logistics' strong relationships with employees, customers and partners are built.

This **mutual trust** enables the achievement of **common goals**, and the company is dedicated to upholding the confidence placed in it. Additionally, Gruber Logistics recognizes its environmental impact and is committed to actively reducing it.



IMPROVEMENT - CONSTANTLY IMPROVING

Gruber Logistics is committed to continuous **improvement**, **embracing change with courage and an awareness** of its potential.

The company **consistently monitors** its actions to gather valuable data, enabling it to identify strengths and areas for optimization, thereby driving meaningful progress.



Our business model and the market sector

We develop and implement solutions tailored to our customer's needs by combining our expertise across the different transport and logistics services. The philosophy that guides our Company is covering all requirements of the supply chain by integrating warehousing and storage with all different transport solutions, from small parcels and groupage to full truck, with project cargo for sea and air freight. Thanks to the long-standing experience in exceptional cargoes, there is no maximum weight or oversize dimension that cannot be handled by our fleet.



XTL Heavy Loads and Special Transport

Heavy loads and special transport services are the best solution for all companies that need to ship over-size and over-weight cargo. To handle these types of transport, Gruber Logistics developed an extraordinary competence and expertise since its establishment back in 1936.

Special equipment and a dedicated fleet of special trucks handled by our team of expert drivers and project planners are the core for the successful history of XTL in Gruber Logistics which became even stronger with the acquisition of Universal Transport in 2022.



RAL Industrial relocations

The service of Relocation and Assembly is already 10 years part of Gruber Logistics and encompasses the relocation of machinery and related equipment including the entire production line as that are dismantled, transported and reassembled on customer's premises.

RAL is a real tailor-made solution aimed to address all specific requirements a customer has when dealing with reorganisation of its own factory and production plan.



FTL Full Truck Load

The FTL business makes up the most significant portion of the Company's business activities with a constant growth in the number shipments (more that 150.000) and Company trucks (more that 300 dedicated) and branches offering tailor-made planning.

With FTL service, we offer totally and exclusively dedicated unit load handled directly by our Company fleet or likewise by one of our permanently contracted haulier. Part of the FTL service, Gruber Logistics offers a full European-wide network of intermodal services to run the long part of the shipment by rail and short sea shipping, reducing costs and externalities of the road transport. Intermodality is one of our key elements of the Company's sustainable strategy.



LTL Less than Truck Load

The activities of the business LTL have their geographical focus in Italy with the service being provided by all our Italian branches, handling from a groupage (30 to 2500 kg) and partial loads (over 2500 kg) through an extensive and tracked network of consolidation centers.

Thanks to the cooperation with direct local partners, as well as membership in various European networks, Gruber Logistics was able to handle more than 500.000 shipments per year across Italy and for the connection with Germany, Austria, France, Spain, Portugal, United Kingdom, Poland, Switzerland and the Benelux area.



LOX Logistics services

The business unit LOX stands for a vast range of services from warehousing to stock planning and management with its own embedded Warehouse Management System (WMS). Gruber Logistics provides inbound and outbound distribution services on behalf of its customers through a number of Company depots available in Italy and Germany.

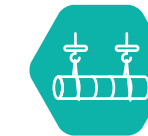
LOX and transportation services are strongly interconnected and managed to provide full range solutions becoming a 3PL partner for our customers.



A&O Air and Oceans

Air and Ocean: the services include the shipments of general cargo units both LCL and FCL.

Gruber Logistics can rely on a worldwide network of professional and reliable partners to offer customised air and ocean transport services to the most remote and difficult destinations.



PCS Project cargo solutions

Project cargo solutions involve shipping worldwide heavy and over-sized items associated with large industrial, infrastructure, or construction projects. This type of transport requires meticulous planning and extra attention to detail. Moving big machines, large parts, and heavy materials safely and on time means navigating challenges like special packaging, permits, and coordinating different types of transport.

Our market sectors



Food &
Beverage



Industrial
plants



Automotive



Building
materials



Rail and
aerospace



Chemicals
and plastic



Paper
industry



Heavy
machinery



Energy



Oil
& Gas



Household
appliances



Metallurgical
industry



Our policy commitment

The principles that guide Gruber Logistics Corporate Social Responsibility are an integral part of the Company's corporate vision and are fully reflected both in its values and its strategy. The ESG strategy outlined by the Company has very specific directions. Each of the individual pillar of the strategy is identified and explored.

Moreover, Gruber Logistics gives a particular emphasis to procurement, considered as a forth pillar of its ESG strategy.

The Company's Board is responsible for laying down principles and standards to draft the corporate policies, for the service and product quality as well as for the compliance with norms and requirements and the continuous improvement of the management system.

Environmental, social and governance policies have been drafted along 2023 concurrently with the review, update, and approval process of the strategic documents in order to formalize how

sustainability matters are integrated across the company's operations. Such policies underscore ethical foundation and a proactive approach to manage impacts, risks and opportunities related to the most significant topics for Gruber Logistics.

Our ESG policies reflect the company's vision, mission, and core values by serving as a framework for developing and implementing the broader corporate strategy by setting clear, measurable objectives and targets.

The aim of Gruber Logistics ESG strategy is to establish a comprehensive, Company-wide system that ensures effective organizational management by covering all processes, integrating existing systems, complying with ISO norms, and utilizing digital technology.

According to these principles, our policies apply to the entire Gruber Logistics Group, covering over all employees, managers, contractors and business partners.



In particular, the Company aims to further extend the coverage of its environmental, social, and governance certifications by applying ISO standard procedures across all branches, with the goal of certifying an increasing number of group branches.

The effectiveness of our actions to enforce the formal policies is tracked through numerous processes, by combining both quantitative and qualitative insights. On one hand, Gruber Logistics develops internal monitoring reports for its sustainable procurement, environmental, governance, and social ambitions, structured around key action areas accompanied by specific objectives, initiatives and performance indicators (KPIs). On the other hand, internal auditing and stakeholders' feedback are useful also to reinforce accountability and transparency of the progress made towards our sustainability targets.

The data in these reports are monitored through the system of KPIs, which are broken down by year and compared against an initial baseline. Each KPI is associated with specific targets for upcoming years, which enables the company to evaluate its short-term progress while planning for medium- and long-term goals.

This structured approach built upon monitoring instruments is essential for Gruber Logistics as it provides a clear framework to trace its sustainability efforts. By setting transparent goals and using standardized KPIs, the company can ensure accountability and facilitate continuous improvement across its operations. Additionally, these reports support internal and external communication, as they demonstrate the company's commitment to sustainability to stakeholders and allow for informed decision-making within the organization.

Management System	Certification	Scope
Environment	UNI EN ISO 14001:2015	Aurich, Dusseldorf, Eisenhutenstadt, Gotha, Hamburg, Hirschaid Bamberg, Nürnberg, Ora, Paderborn, Pohle, Staufenberg
Quality	ISO 9001:2015	Aprilia, Aurich, Bendorf, Bremen, Dusseldorf, Eisenhutenstadt, Gotha, Hamburg, Hirschaid Bamberg, Kairo, Kreuztal, Masberg, Mochov, Nürnberg, Ora, Paderborn, Padova, Pohle, Poznan, Staufenberg, Ostrava, Verona
Information security	UNI CEI EN ISO IEC 27001:2024	Ora, Paderborn, Gotha
Greenhouse gasses	GLEC - ISO 14083:2023	Gruber Logistics (entire group)
Security	AEO-F	Gruber Logistics SpA, Gruber Logistics GmbH

Financial performance



In recent years, Gruber Logistics has experienced significant growth through both organic expansion and strategic acquisitions, notably the Universal Transport Group. This acquisition has positioned Gruber Logistics as the European market leader in oversized and overload road transportation.

Over the past years, Gruber Logistics has invested in its fleet, personnel, and assets to strengthen its international market presence. These investments ensure resource availability even under changing market conditions. The company maintains flexibility in its investment plans to adapt to evolving market trends.

Gruber Logistics is focused on optimizing costs to strengthen business profitability amid growing global uncertainty. A central goal is to streamline operations and leverage synergies through the integration of Universal Transport into the group's structure. This involves aligning all key performance indicators (KPIs), especially financial metrics, to improve the NFP/EBITDA ratio and support an enhanced company rating.

Economic value (in Mio€)*	2024	2023	2022	2021
Direct economic value generated	684.0	680.0	607.2	438.9

**While the consolidated turnover of the group linked to transport and logistics activities for 2024 is 684 Mio€, the total revenue generated by the Gruber Logistics holding and linked companies is 710 Mio€.*

Our approach to sustainability



Our approach to sustainability

In more than 80 years in business, we have always endeavored to make ethical choices, investing in human capital, progressively reducing our fleet's environmental impact and establishing solid, transparent relationships with our partners.

In today's global business environment, corporate social responsibility is not just a value, but a cornerstone of successful and resilient companies.

At Gruber Logistics, we are profoundly committed to integrating environmental sustainability, social responsibility and sound governance into every aspect of our operations. We recognize the potential impacts our activities can have on the environment and society, and we are dedicated to mitigating these effects through targeted, sustainable actions that go beyond mere offsets.

Our environmental strategy emphasizes reducing direct emissions and minimizing resource consumption across our operations. We are

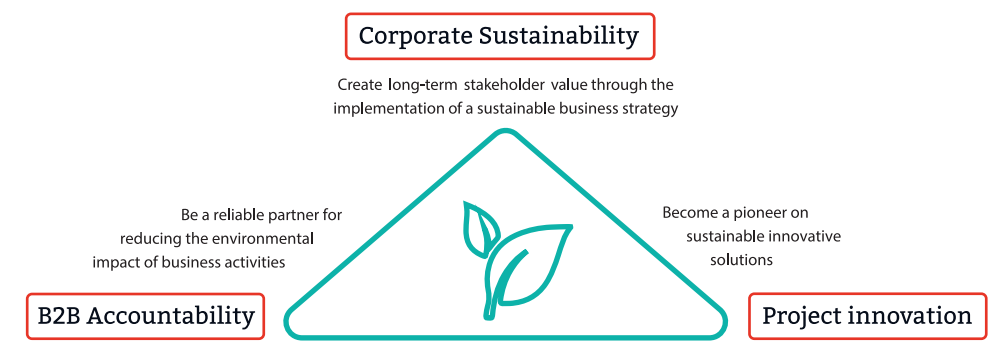
actively working to improve energy efficiency by implementing alternative fuels, expanding intermodal transportation, and employing cutting-edge technologies. The latter includes the ongoing deployment of battery-electric and the future test with hydrogen fuel-cell trucks, with the first 4 battery-electric heavy duty truck already integrated into our fleet to support zero-emission transport services.

Additionally, we are increasing the share of our fleet powered by renewable fuels, adhering to international standards for low-emission vehicles.

Our dedication goes beyond our core values it is guided by a long-term vision for a sustainable future. Since introducing our first alterna-

tive-fuel trucks in 2019, we have continued to drive innovation through ongoing research and development. We have forged strategic partnerships with service providers and forward-thinking manufacturers to accelerate the decarbonization of freight transport. These collaborations support investments in R&D projects that not only advance our sustainability objectives but also reinforce our commitments to governance and social responsibility.

Looking ahead, in 2026 we plan to begin testing the first hydrogen-powered electric fuel cell trucks. These trials will help us assess the potential of this emerging technology to contribute to the decarbonization of heavy-duty transport.





Our social objectives reflect our commitment to fostering a positive impact on the communities where we operate. This dedication involves promoting fair and equitable treatment for all employees, ensuring that wages align with local living standards, and creating opportunities for professional growth. We have implemented initiatives to ensure fair wages and uphold a strong commitment to human rights across the supply chain. Moreover, our Company actively supports community development projects and engages in efforts to reduce poverty and improve economic stability within our areas of operation.

Furthermore, Gruber Logistics is committed to upholding principles of fairness and transparency as well as ethical business practices.

This is reflected in our adherence to robust compliance and data protection measures, which are critical in today's regulatory landscape. Apart from the IT security policy and the internal Code of Ethics and Conduct drafted as guidelines for all individuals engaged in the business processes, Gruber Logistics is committed to engage the supply chain in its sustainability journey.

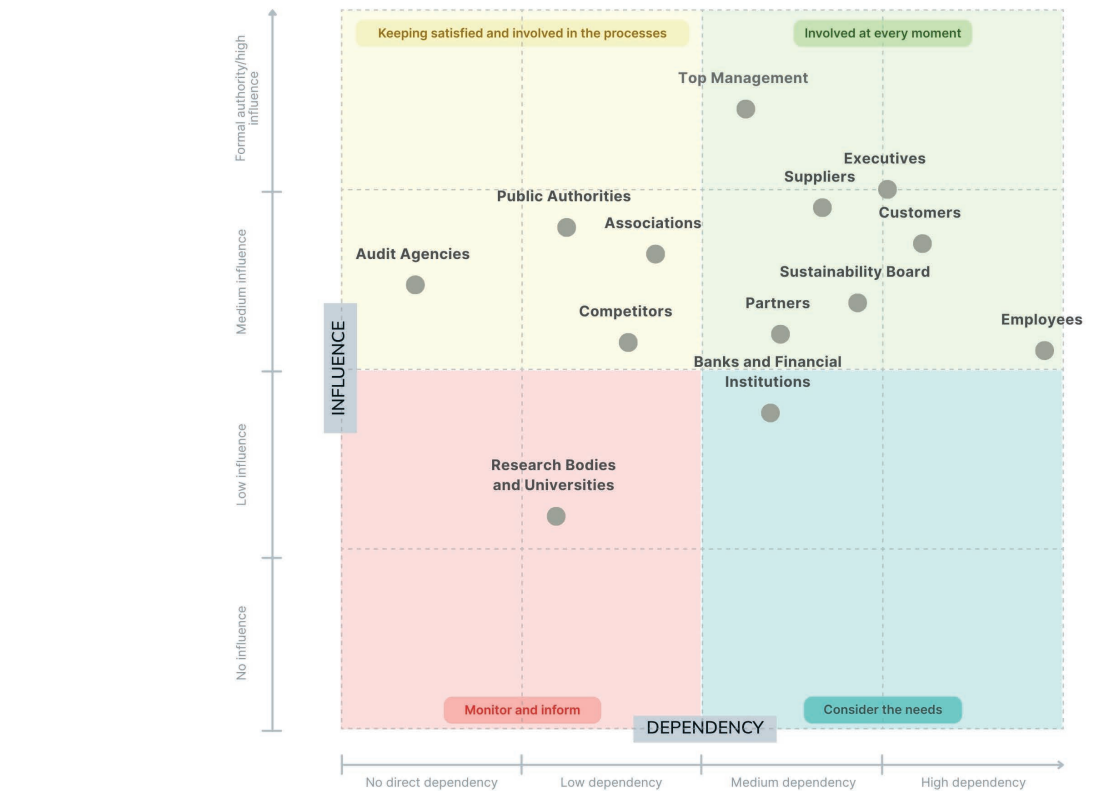
Therefore, we realized the Suppliers' Code of Ethics in order to define selection criteria based on their values, principles and ESG performance.

Gruber Logistics' Stakeholders

Stakeholder engagement is a central element of a company's sustainability strategy and long-term success. This process not only supports the identification of corporate priorities, but also fosters the creation of shared values by aligning the needs, expectations, and interests of all parties involved. A consistent and inclusive approach to stakeholder engagement enables the identification of innovation opportunities and risk mitigation, while also promoting transparency and trust. Engaging stakeholders allows for the recognition of potential challenges, needs, and expectations of business counterparts, gathering diverse perspectives on how Gruber Logistics generates economic, social, and environmental value.

For the reporting year 2024, Gruber Logistics conducted a re-evaluation of its relevant stakeholders through an interactive workshop involving the members of the sustainability board. During this session, key stakeholders were reassessed and evaluated using a voting procedure based on the influence-dependence criterion.

The first dimension reflects each stakeholder's ability to influence Gruber Logistics' objectives and decision-making processes, while the second



considers the extent to which each stakeholder is impacted by the company's operations. Based on the voting results, stakeholders were mapped into a matrix according to their level of influence and dependence.

The resulting four quadrants of the matrix represent different communication and engagement strategies that Gruber Logistics can adopt to effectively involve its key stakeholders in the sustainability integration journey.

The position of each stakeholder within the matrix serves as an indication of the most appropriate actions to be taken towards them:



Involved at every moment

These stakeholders are likely to have a significant influence on our decision-making and reporting activities. It is essential to maintain continuous communication with them in order to effectively meet their expectations.



Consider the needs

It is important to keep these stakeholders adequately informed and ensure regular communication to prevent potential issues. They are often a valuable source of insights and support regarding company projects and initiatives.



Keep satisfied and involve in the processes

These stakeholders must be constantly informed about the progress of the reporting project, as they hold significant power. It is crucial to manage them with care, as their dissatisfaction could negatively affect business operations.



Monitor and inform

Monitoring these stakeholders allows the company to maintain contact, even though it may not be strictly necessary to invest significant time and resources in communication.

Our partnerships

Gruber Logistics is actively engaged in a variety of partnerships and associations, reflecting its commitment to sustainability, innovation, and sectoral collaboration. Key international memberships include ALICE (Alliance for Logistics

Innovation through Collaboration in Europe), which promotes digital transformation across the logistics industry, and the Digital Transport and Logistics Forum (DTLF), an expert group under the European Commission that supports digitali-

zation in transport and logistics.

Additionally, we participate in the 2Zero Partnership, funded by Horizon Europe, to accelerate the transition to zero-emission road transport. Gruber Logistics also partners with the Smart Freight Centre, a

global non-profit organization focused on reducing greenhouse gas emissions from freight transportation.

On the national level, Gruber Logistics is a member of several Italian associations, such as FIAP (Italian Federation of Professional Haulers), ANITA (National Association of Trucking and Logistics), Confindustria (the Italian industry federation), Assologistica (Italian logistics association), and Freight Leader Council, all of which contribute to the sustainable development of the transport and logistics sector by addressing social, ethical, and environmental challenges.

These partnerships allow Gruber Logistics to align its strategies with community standards, foster mutual influence with industry and public policies, and remain at the forefront of sustainability trends in the European logistics sector.





The Digital Transport and Logistics Forum (DTLF) is an expert group of the European Commission bringing together public and private stakeholders from various transport and logistics communities to support the European Commission in promoting the digital transformation of the transport and logistics sector.



The Towards zero emission road transport (2Zero) is a co-programmed Partnership funded under the Horizon Europe program aiming at accelerating the transition towards zero tailpipe emission road mobility across Europe.

The 2Zero partnership promotes and facilitates pre-competitive research and innovation on road transport mobility within the European Research Area. By identifying the research needs to achieve the targets set in European transport, energy and environmental policies, the 2Zero partnership contributes to draft the path towards a climate-neutral European road transport system and will contribute to the acceleration.



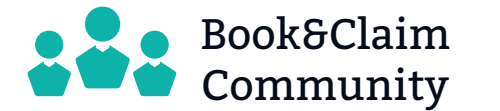
The European Technology Platform ALICE is set-up to develop and implement a comprehensive industry lead strategy for research, innovation, and market deployment in the field of logistics and supply chain management in Europe. Leading experts and companies in implementing supply chain and logistics innovation from ALICE with the aim to accelerate the transition to net zero emissions transport & logistics operations.

To that end, interdisciplinary and multi-stakeholder collaborative innovation is needed. ALICE supports, assists and advises the European Commission in the implementation of the EU Programs for research: Horizon 2020 and Horizon Europe.



Smart Freight Centre (SFC) is an international non-profit organization focused on reducing greenhouse gas emissions from freight transportation. The SFC Community unites members and partners committed to driving change.

The Smart Freight Centre designed the international recognized methodology for GHG emission accounting and reporting, named GLEC Framework.



The Community was created to connect, support, and catalyze efforts across numerous stakeholders towards the development of a unified book and claim chain of custody framework for transport decarbonization. The association's work stems from the basic consideration of whether heavy transportation emitters can contribute to transport decarbonization as an alternative to offsets and whether such efforts could have beneficial knock-on positive effects on decarbonizing the entire transportation sector.

Double materiality analysis

For the reporting year 2024, we updated our materiality assessment by re-evaluating the material topics identified in the previous year, involving both internal and external stakeholders in a structured voting process.

1. Engagement of the stakeholder

A structured questionnaire was designed and addressed to internal and external stakeholders to assess the relevance of Gruber Logistics. The survey invited participants to rank the topics,

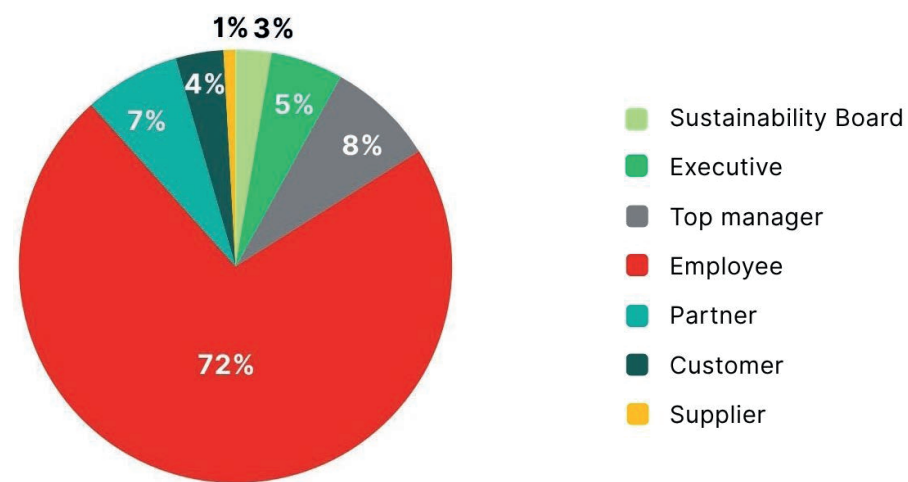
grouped by environmental, social, and governance dimensions, from highest to lowest priority for Gruber Logistics. This dual approach enabled us to gather a wide range of perspectives on the

perceived importance of each topic and to identify any shifts in stakeholder expectations compared to the previous assessment.

Respondents' distribution

The graph illustrates the distribution of individuals who completed the materiality survey according to their roles at Gruber Logistics.

Among our employees we asked the participation of our drivers, who are a relevant stakeholder categories for the company, however no responses were recorded from them.



2. Double materiality assessment

The final phase of Gruber Logistics' 2024 double materiality assessment was a synthesis of the results of the stakeholders survey and the risk evaluation conducted in the previous year. These two inputs formed the foundation for the development of the updated double materiality matrix, which reflects both the perceived relevance of sustainability topics by stakeholders and their potential financial and strategic impact on the company.

This process led to a revision of the material topics previously identified, introducing meaningful changes compared to those reported in the last Sustainability Report. In fact, the results show a reduction in the number of topics classified as material compared to the previous year.

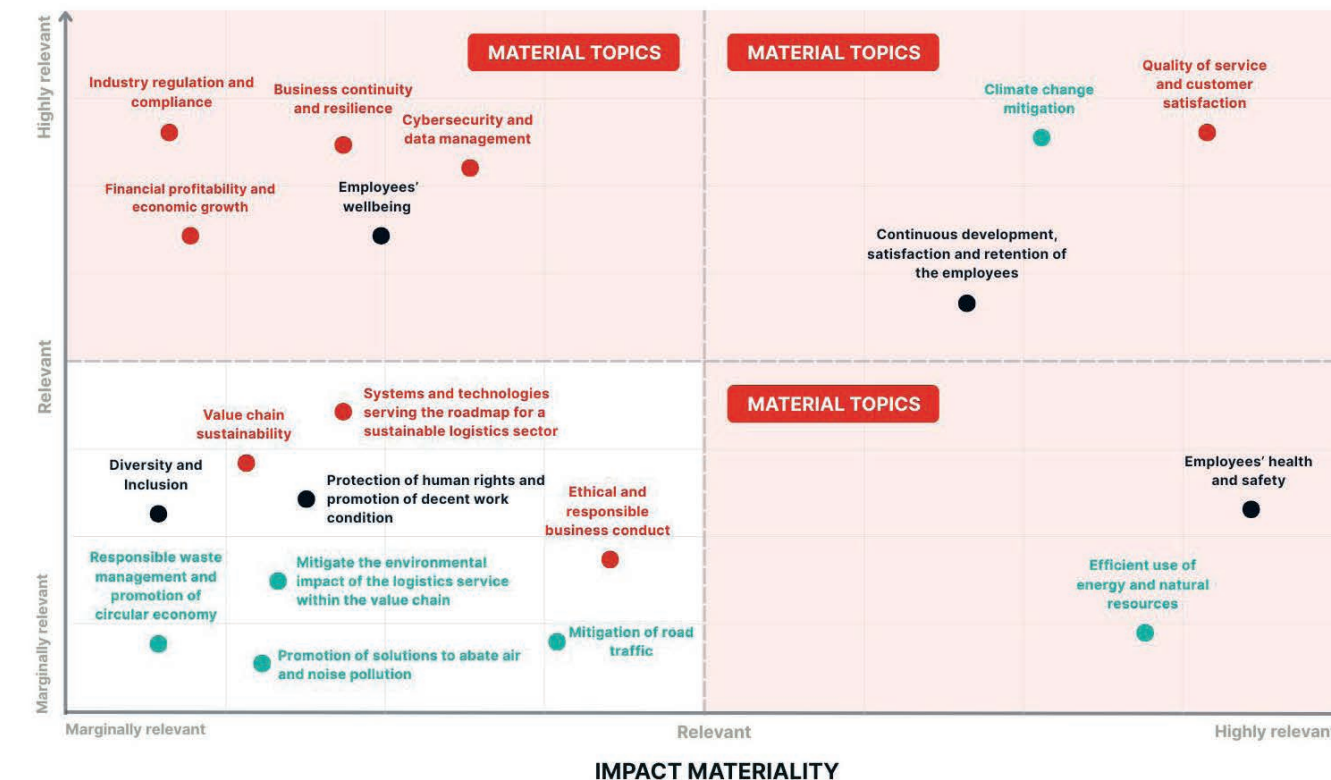
The updated materiality assessment will allow to concentrate our focus and effort on the most relevant matters, however we keep considering further material topics as well relevant in line with the company ESG strategy for a sustainable and fair development. This include continue fostering our diversity and inclusion strategy and the commitment towards a more sustainable supply chain as well as our ethical responsibility and business conduct.

The materiality matrix serves as a strategic tool to prioritize actions and guide the allocation of resources, ensuring that the most relevant topics receive appropriate attention.

By visually mapping where the company's most significant impacts intersect with stakeholder concerns and financial considerations, the matrix

enables more informed decision-making and ensures that Gruber Logistics' sustainability priorities are clearly aligned with stakeholder expectations.

It also provides tangible evidence of how stakeholder input has directly influenced the company's sustainability agenda.



Our material topics

The following table collects the description of each material topic, highlighting related impacts, risks and opportunities (IROs) that emerged during the workshop sessions and the data collection phase.

Environmental

Material topics, impacts, risks, and opportunities

<div>Climate change mitigation</div> <div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>	Negative impact	The activities of Gruber Logistics and the provision of logistics services are inevitably connected to the production of GHG emissions.
	Positive impact	Gruber Logistics is committed to mitigating the negative externalities related to GHG emissions' production thanks to specific initiatives and projects including: the continuous development of intermodal transport, the use of alternative fuels, electric vehicles and investments in transport efficiency such as payload increase and reduction of empty running.
	Financial risk	Extreme weather events, such as floods, hurricanes, snowstorms, and heat waves, can cause significant disruptions to transportation by blocking roads, damaging vehicles and equipment, and creating dangerous situations for drivers and personnel.
<div>Efficient use of energy and natural resources</div> <div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>	Positive impact	Gruber Logistics undertakes - through the adoption of processes and technologies - to make even more efficient use of energy, fuel, water and other natural resources.

<div>Mitigate the environmental impact of the logistics service within the value chain</div> <div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>	Positive impact	Gruber Logistics carefully provides its customers with transparent and reliable data on the environmental performance that can be used by customers in the context of their decarbonization paths.
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Social

Material topics, impacts, risks, and opportunities

<div>Employees' health and safety</div> <div><div>3 GOOD HEALTH AND WELL-BEING</div></div>	Positive impact	Gruber Logistics wants to guarantee the highest level of safety for its employees, through the monitoring of health and safety factors and the management of employees' training and awareness programs.
<div>Employees' wellbeing</div> <div><div>3 GOOD HEALTH AND WELL-BEING</div></div>	Financial risk	Managing highly diverse human resources requires policies and practices that are sensitive to different cultural needs, laws and regulations related to labor, safety, customs and environmental regulations. Being able to satisfy the requirements of different countries could generate difficulties in carrying out our business operations in an efficient way.
<div>Diversity and inclusion</div> <div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div></div>	Positive impact	Gruber Logistics respects its collaborators and rejects any type of discrimination, with the aim of valuing diversity, guaranteeing a positive and safe environment and an inclusive workplace.

<div>Continuous development, satisfaction and retention of the employees</div> <div><div><div>4</div><div>QUALITY EDUCATION</div></div><div><div>5</div><div>GENDER EQUALITY</div></div><div><div>10</div><div>REDUCED INEQUALITIES</div></div></div>	Positive impact	Gruber Logistics considers the achievement of the success of its employees necessary to obtain great results. Therefore, it is committed to their satisfaction both from a professional and personal point of view, guaranteeing a balance between work and private life, adequate wages and ensuring a constructive dialogue.
	Financial risk	The labor market in the logistics sector is facing a substantial generational change, with a large part of the current workforce entering retirement age, while the workforce offered by young workers is lacking.

Governance

Material topics, impacts, risks, and opportunities

<div>Quality of service and customer satisfaction</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div><div><div>17</div><div>PARTNERSHIPS FOR THE GOALS</div></div></div>	Positive impact	Gruber Logistics is committed to technological innovation and strives daily to provide its customers with highly efficient, quality services that meet market demands and address the challenges of today and tomorrow.
	Financial opportunity	Thanks to a flexible structure, Gruber Logistics can respond quickly and efficiently to extreme weather events, increasing its reputation and customer trust.
<div>Business continuity and resilience</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div></div>	Financial risk	Clashes between nations generate significant disruptions including increased operating costs due to fuel prices and economic sanctions, and risks to the safety of personnel and goods.
	Financial opportunity	In a context characterized by uncertainty and rapid changes, Gruber Logistics diversifies its business and reduces its dependence on a single market, increasing its ability to adapt and offering solutions that improve customer loyalty.

<div>Financial profitability and economic growth</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div></div>	Financial opportunity	Gruber Logistics has developed a business strategy which provides for adaptation to change in order to satisfy the needs of the market, guaranteeing economic growth in favor of the Company, its employees, its supplier and the territory.
<div>Ethical and responsible business conduct</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div></div>	Positive impact	Gruber Logistics has always been committed to conduct its business in an ethical way, investing in human capital, as demonstrated by the Code of Ethics that formalizes the corporate values and the commitments undertaken in matters of safety, quality, worker health and environmental protection.
<div>Industry regulation and compliance</div> <div><div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div></div><div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div></div><div><div>11</div><div>SUSTAINABLE CITIES AND COMMUNITIES</div></div></div>	Financial risk	An uncertain regulatory environment that has not yet established clear taxation and incentive policies can create greater risk for investments in the digitization of processes and the use of new technologies (e.g. alternative fuels, batteries for HDVs, etc.).
	Financial risk	Becoming compliant with specific sustainability standards and with management system obligations (e.g. health and safety of personnel) entails changes in operational approaches and economic costs.
<div>Cybersecurity and data management</div> <div><div><div>16</div><div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div></div>	Financial risk	A cyber-attack event could block our operations as a side effect of their digitization (entering data relating to transport, management of the transport itself, active invoicing, passive invoicing, payment arrangement, etc.).



Our commitment
towards
innovation and
sustainability



Our commitment towards innovation and sustainability

The **logistics sector** is increasingly embracing innovation and sustainability practices, **facilitating the movement of goods, services, and information** across complex supply chains. However, this sector is also a significant contributor to environmental challenges, including greenhouse gas emissions, resource depletion, and waste generation.

As a result, the integration of sustainability into logistics is no longer optional but a necessity.

Introducing sustainability in logistics is important because it addresses the pressing need to reduce environmental impacts while **maintaining operational efficiency and economic viability**. Adopting sustainable practices, such as optimizing transportation routes, utilizing alternative fuels, and implementing intermodal transport systems, contribute to decrease carbon emis-

sions and energy consumption. **Technology**, in particular, plays a transformative role in the sustainable evolution of logistics.

Advanced information systems and digital platforms enable greater transparency across supply chains, allowing businesses to **monitor goods, optimize inventory, and streamline processes more effectively**. Moreover, technology supports sustainability goals by reducing inefficiencies within the logistics chain. For instance, direct data exchange minimizes the reliance on intermediaries, eliminating duplication and saving both time and costs.

Investing in alternative technologies, zero-emission solutions, and, more broadly, in development plans that envision a future distinct from the present requires careful, forward-thinking planning. Achieving

this goal necessitates the establishment of robust foundations that can effectively and consistently support medium- and long-term

investments—an endeavor that becomes particularly challenging amidst economic and political uncertainty.



Nevertheless, Gruber Logistics has committed to investing in innovative technologies, such as electric trucks, as well as in research and development aimed at advancing both innovation and sustainability.

We firmly believe that such investments are essential to maintaining future competitiveness within the transport and logistics sector.

As a result, the company has made substantial financial commitments, including the acquisition of electric trucks and the development of new operational models to optimize their deployment on the road.

In 2024, Gruber Logistics reinforced this commitment by allocating 695.000 € for the purchase of zero-emission trucks aligned with its

roadmap for a sustainable logistics sector, demonstrating the company's dedication to innovation-driven sustainability.

These efforts have been further supported by strategic partnerships with our suppliers and clients, with whom we have entered into medium- and long-term agreements to ensure the economic and financial

sustainability of these investments.

By integrating sustainability into its core strategy, Gruber Logistics fosters a resilient and progressive logistics sector, aligning with stakeholder expectations and adhering to regulatory requirements.



Sustainability strategy

Gruber Logistics' sustainability strategy is founded on four core pillars: environmental, social, governance, and procurement. For each pillar, the company has developed a dedicated strategy and a comprehensive list of actions, which are systematically monitored and evaluated on an annual basis. To reinforce its commitment, Gruber Logistics publishes Sustainability Report every year, providing a transparent overview of its ESG performance and progress to external stakeholders. In 2024, Gruber Logistics allocated 25.300€ to sustainability reporting.

Gruber Logistics is actively pursuing **environmental sustainability** goals across three main directions: intermodal transport (and the associated modal switch), research and adoption of alternative fuels, and load optimization through horizontal cooperation processes. These initiatives are managed by the Public Affairs, Innovation, and Sustainability Department, which leads research and innovation projects at an international level. Many of these projects have been recognized and

financed by the EU Commission, reflecting the department's success in integrating sustainability with innovation. In line with this commitment, the company is steadily increasing the share of alternative fuels in its operations and continues to monitor suppliers against sustainability criteria. In line with the sustainable procurement strategy and the path already initiated in 2022 with biofuel suppliers, in 2024 Gruber Logistics' transport providers were assessed based on their sustainability performance. The aim was to establish a baseline for developing a strategy that will enable the company to make increasingly informed choices, selecting its suppliers also based on their commitment to sustainability.

This analysis will also serve as a foundation for evaluating future partnerships that reflect mutual dedication to social, environmental, and governance principles. In doing so, Gruber Logistics aims to extend its ESG strategy throughout the supply chain, creating an impact that goes beyond the company's direct operations.

As regards **social responsibility** Gruber Logistics prioritizes the well-being and work-life quality of its workforce, utilizing globally recognized methodologies such as "Great Place to Work" to promote a supportive and inclusive workplace culture. Social sustainability initiatives also address the unique challenges faced by drivers, ensuring their well-being through comprehensive training by the Fleet Department and strict adherence to safety standards regarding driving and rest times.

With regard to the quality of the working environment for drivers, in 2024 Gruber Logistics continued the anonymous survey launched in previous years to ensure that drivers' working conditions remain dignified and in line with company standards. Each year, Gruber Logistics engages its drivers through a survey based on the standard &Wider protocol, which enables independent monitoring of labor conditions in one of the most challenging sectors. Through these surveys, Gruber Logistics promotes a policy of transparency not only internally but also with its suppliers, while also enabling the implementation of targeted and effective improvement actions.

These efforts demonstrate the company's dedication to supporting employees in their professional roles while safeguarding their health and safety. Additionally, smart working initiatives and parental leave policies further reflect Gruber Logistics' efforts to create a work environment that balances productivity with personal well-being.

Governance sustainability at Gruber Logistics is anchored in a strong ethical framework defined by a precise Code of Ethics. This code extends to the company's suppliers, ensuring alignment with environmental, social, and governance standards across the supply chain. The company recognizes that robust governance is essential for the effective and efficient implementation of its ESG strategy.

Finally, the **Corporate Sustainable Procurement Policy** establishes a framework for fostering sustainability throughout the supply chain.

The company continues with its commitment to achieve 100% of supplier compliance with the Company Code of Ethics and Conduct and the dedicated Supplier Code of Ethics to ensure that all partners along the supply chain share the same commitment to environment, social and governance responsibility.

Key areas of focus include sustainable fuel sourcing and intermodal transport solutions, further strengthening Gruber Logistics' position as a leader in sustainable logistics.



EU projects and Gruber Logistics' role

The European Union (EU) uses competitive funding processes to drive innovation and address critical societal and industrial challenges.

Through these programs, the EU identifies specific topics for research and development, providing grants to consortia that present the most innovative, feasible, and impactful proposals.

Gruber Logistics has a proven track record of securing EU funding due to its strategic vision, commitment to innovation, and strong collaborations with international partners.

The Company works within consortia comprising diverse organizations such as research institutions, universities, and private companies. This allows Gruber Logistics to tackle complex challenges, leveraging the strengths of multiple stakeholders to achieve transformative results.

Once selected, the consortia undertake projects over several years, involving extensive research, development, and testing to deliver sustainable and impactful solutions that align with EU standards and goals.

A consortium is a collaborative partnership designed to pool the expertise, resources, and capabilities of various organizations. In EU-funded projects, these partnerships are vital to addressing challenges that require multidisciplinary approaches. Members contribute according to their expertise, ensuring the project's outcomes are innovative and effective.





Gruber Logistics actively contributes to the transformation of the logistics sector through two key areas: Eco-Innovation and Digitalization.



In the Eco-Innovation area, the company has set the following targets to drive sustainable advancements in logistics. These include promoting zero-emission transportation by focusing on battery-electric and hydrogen-powered vehicles suitable for both long-haul and urban logistics.

The development of modular and scalable vehicle solutions is a key priority, aimed at addressing diverse operational requirements while minimizing environmental impact. Additionally, the Company is committed to supporting flexible and efficient charging infrastructure, such as megawatt charging systems for heavy-duty trucks. Efforts to enhance last-mile delivery are also underway, leveraging mission-specific, right-sized electric vehicles tailored to various logistics needs. Furthermore, Gruber Logistics remains proactive in environmental compliance by participating in pioneering research and projects that anticipate future market demands and regulations.

As regards Digitalization, Gruber Logistics aims to integrate autonomous driving technologies to improve efficiency and reliability, particularly in long-haul logistics operations. Enhancing last-mile connectivity in rural and peripheral areas is another key objective, achieved through innovative ICT solutions and load consolidation tools.

Efforts are also directed toward automating intermodal logistics processes to minimize manual intervention and allow personnel to focus on value-added tasks. To further optimize operations, Gruber Logistics is developing digital platforms that offer tailored intermodal solutions, enhancing decision-making and customer service. Additionally, the Company prioritizes interoperability between IT systems to streamline communication with authorities and stakeholders. Strengthening cybersecurity remains a critical goal, ensuring robust protection for logistics operations and resilience against both cyber and non-cyber threats.



These targets are central to Gruber Logistics' strategy to remain at the forefront of technological advancements, driving efficiency, resilience, and innovation in the logistics sector.

With its dual focus on sustainability and technological advancement, Gruber Logistics continues to shape the future of logistics, setting a benchmark for innovation and environmental responsibility.

To ensure successful participation in EU initiatives, Gruber Logistics has established a specialized team responsible for:



Consortium Coordination

Managing collaboration among partners to maintain alignment on goals and deliverables.



Communication

Acting as the primary liaison with the European Commission and other project stakeholders.



Internal Integration

Ensuring project activities align with Gruber Logistics's internal objectives and operational workflows.



This structured approach, supported by experienced professionals and advanced project management systems, enables Gruber Logistics to contribute effectively to the advancement of the logistics sector while meeting EU expectations.

During 2024, as part of the MODI project on autonomous truck driving, together with the truck manufacturer DAF and the research organizations in the information and technology field Q-Free and SINTEF, Gruber Logistics executed a test from Rotterdam to Oslo along the North Sea-Baltic and the Scandinavian-Mediterranean TEN-T Corridor. The test lasted several weeks of preparation and execution to pass through infrastructures belonging to the Netherlands, Germany, Denmark, Sweden, and Norway, a non-EU country.

Crossing different countries entails engaging with infrastructures that are similar in form but markedly different in substance. Road signs, languages, toll systems, speed limits, and road legislation are merely a few of the variances encountered when travelling abroad, necessitating behavioural adaptation. With the advent

of automated driving, such adjustments will need to occur without human intervention. Mapping the external environment and digitally encoding every signal and regulation constitute the initial steps toward a system capable of communicating with the automated vehicle in a unified language.

The new DAF truck was equipped with the latest ADAS system and sensors, including cameras provided by Q-Free, to record relevant data during transportation, including the quality of road markings, signage recognition, and connection quality. This test marked a further step toward understanding the challenges that autonomous driving still faces and allowed Gruber Logistics to experience cutting-edge technologies firsthand. It also enabled the company to support their development through the expertise of its fleet department and innovation team.

European Projects

Name and topic	Life span	Project description	Our role
EMPOWER Eco-operated, Modular, highly efficient, and flexible multi-POWERtrain for long-haul heavy-duty vehicles	2023-2026	The project aims to demonstrate the performance of zero-emission heavy-duty vehicles (ZE HDV) in different long-haul and regional distribution scenarios. It involves the development of two ZE HDVs, one powered by a Fuel Cell (FC) system with a 750 km driving range, and the other powered by a battery-electric powertrain with a 400 km driving range. These vehicles will be built on an IVECO platform and are expected to reach the market by 2029 with similar costs to traditional engine-based solutions.	Gruber Logistics is responsible for supporting the technical development and vehicle design of the new concept of truck from IVECO and finally will operate a six-month real-world test phase using the BEV and FCEV.
ZEFES Zero Emission, flexible vehicle Platforms with modular powertrains serving the long-haul Freight EcoSystem	2023-2026	The project aims to accelerate the transition to Zero-Emission Vehicles (ZEVs) by developing efficient and modular powertrains for prime movers and trailers, with distributed battery packs. Their goal is to make these technologies market-ready by 2030. The project also focuses on mapping charging/fueling points and developing fleet management tools to support the increasing number of long-haul Battery Electric Vehicles (BEVs) and Fuel Cell Electric Vehicles (FCEVs) in logistics supply chains. Real-world testing will be conducted across Europe, involving manufacturers, energy providers, infrastructure stakeholders, and end users. The testing will cover daily routes ranging from 500 to 1300 km, adhering to driving and resting time regulations. The demonstration routes will span multiple European countries.	Gruber Logistics is responsible for supporting the vehicle technical development technical and finally will run a 6-month test using the Scania FCEV (Fuel Cell Electric Vehicles) for temperature-controlled goods transportation, with a payload of 20 tons.

Name and topic	Life span	Project description	Our role
KEYSTONE Knowledgeable comprehensive and fully integrataed smart solution for resilient, sustainable and optimized transport operations	2022-2026	The project aims to improve the sustainability, efficiency, and safety of the transport system by enabling enforcement authorities to access data for compliance checks in the transportation of goods and passengers. The project's main goal is to establish standardized digital solutions that can be applied across different contexts, streamlining the transport system. This involves implementing standardized application programming interfaces (APIs) to facilitate data sharing between transport enforcement authorities and logistics operators. The project includes two pilot tests. Pilot 1 focuses on creating a digital ecosystem for automatic data sharing with enforcement authorities responsible for verifying compliance with road transport regulations. It also explores the concept of electronic consignment notes (eCRM) to enhance efficiency. Pilot 2 focuses on developing a digital environment for intermodal transport, implementing data sharing through standardized APIs at intermodal sites.	Gruber Logistics plays an active role in the project, particularly in which focuses on creating a digital ecosystem for automatic data sharing with enforcement authorities responsible for verifying compliance with road transport regulations.
MODI A leap towards SAE L4 automated driving feature	2022-2026	The project aims to speed up the adoption of connected, cooperative, and automated mobility (CCAM) by demonstrating the readiness of SAE Level 4 automation in real-world logistics operations. It addresses key barriers to deployment and tests practical solutions, including user interfaces for smooth transitions between automated and manual driving. The project also evaluates the performance of the latest technologies and battery-electric vehicles along the North Sea-Baltic Corridor. MODI features five use cases that explore different parts of the logistics chain, from drayage services in Rotterdam Port and hub-to-hub connections to the Port of Gothenburg, to cross-border links with Norway, a full journey from Rotterdam to Oslo, and automated vehicle operations in industrial and urban zones near Hamburg, coordinated by Gruber Logistics.	Gruber Logistics supports the development of the autonomous truck mapping the driver-relater interactions with external environment and finally testing new technologies and vehicles in the City of Hamburg and Port areas.
STREnGth_M Stimulating Road Transport Research in Europe and around the Globe for sustainable Mobility	2023-2026	The project supports research and innovation planning in the road transport sector by identifying future research needs, updating strategic agendas, and assessing capacities across member states. It monitors global progress in electric mobility and evaluates the feasibility of innovative solutions for emerging markets in Africa, Asia, and Latin America, with a focus on zero-emission urban mobility, air quality, climate change, and road safety. Key activities include mapping stakeholders in European road transport research, building a stakeholder community, reviewing roadmapping approaches, aligning research priorities with socio-economic needs, linking EU and national funding strategies, promoting international cooperation, and disseminating project results.	Gruber Logistics, affiliated with ALICE (Alliance for Logistics Innovation through Collaboration in Europe) and a member of 2ZERO initiative, contributes to the project by updating and coordinating research agendas and roadmaps in the road transport field, particularly for road infrastructure, road safety, and logistics.

52 Our commitment towards innovation and sustainability				Our commitment towards innovation and sustainability 53			
Name and topic	Life span	Project description	Our role	Name and topic	Life span	Project description	Our role
ESEP4Freight European Shift Enabler Portal 4 Freight Standardised offer/contract management for agile access to Rail Freight and multimodal services in EU	2023-2025	The project aims to provide freight customers with an overview of rail transport services in Europe through a web platform based on a map of high-potential freight flows. The pilot includes several Business Cases defined by transport scope (domestic or international) and shipment points (from manufacturers to terminals at ports and logistics hubs), allowing the testing of intermodal solutions with road connections. The project is developed in collaboration with multiple partners.	Gruber Logistics is the key intermodal transport player involved for addressing the issues the intermodal service faces and contribute to provide innovative solutions to foster the future of intermodality in Europe.	TRANSCEND Transport Resilience against Cyber and Non-Cyber Events to prevent Network Disruption	2024-2027	The transport network is a key Critical Infrastructure (CI) vital for the functioning of the EU Single Market, yet its interconnected nature makes it vulnerable to disruptions with widespread economic impact. Cross-border dependencies mean that an interruption in one Member State (MS) can affect others, highlighting the need for resilient infrastructure. In 2023, the Council recommended prioritizing four critical sectors, including transport. Despite the importance of freight transport, it has been underrepresented in research. As supply chains grow increasingly global, they depend on resilient logistics infrastructure, particularly freight terminals, which are critical points for security. The TRANSCEND project aims to provide freight transport CI operators with advanced tools, guidelines, and technological solutions to enhance the protection and resilience of their infrastructure against physical, cyber, and hybrid threats. The project will integrate these solutions into a Control Tower, a digital platform offering continuous, shared visibility of risks across organizations. Five CIs will serve as pilot sites to test these solutions, with three as leaders and two as followers, demonstrating the effectiveness of the approach in real-world settings	Gruber Logistics plays a pivotal role as a key transport operator responsible for ensuring the efficient movement of goods across national and international supply chains. Gruber Logistics is instrumental in integrating data from its transport operations into the Bologna Control Tower (CT), helping to optimize logistics through real-time communication and dynamic rerouting. This includes sharing transport data related to trucks and rail shipments, which, when combined with public road traffic data and terminal information, will enable better forecasting of potential disruptions along freight routes. Gruber Logistics' operational data is crucial for the CT's ability to generate dynamic routing alternatives in case of bottlenecks or disruptions at key logistics nodes such as rail terminals or freight villages. As part of the project, Gruber Logistics also contributes to enhancing the collaboration between various stakeholders, including rail terminals and regional freight operators, to ensure seamless traffic flow during both normal operations and extreme events. Additionally, Gruber Logistics' involvement extends to ensuring that the CT meets the needs of operational teams, offering valuable insights during the user-centric design and deployment phases. Gruber Logistics will also participate in training sessions to ensure its teams can effectively utilize the CT's functionalities, improving logistics resilience.
ACCESSMILE Improving ACCESSibility of last MILE connections of rural and peripheral regions to main TEN-T nodes in Central Europe through ICT	2023-2026	The project aims to improve last mile accessibility in rural and peripheral areas to major freight hubs across Europe by enhancing multimodal transport and territorial cohesion through innovative IT solutions. Working with transport operators, policy makers, ports, and logistics providers, the project tests these solutions in pilot locations to develop replicable models. Focus areas include vehicle booking, transport flow management, terminal procedures, and cargo tracking. Key partners include port authorities, logistics firms, and communication specialists.	Gruber Logistics, in collaboration with Logistics Centre Austria South (LCAS) and Rostock Port, takes part in updating and coordinating research agendas and roadmaps, specifically focusing on road infrastructure, road safety, and logistics.				
AUTOSUP Programme HORIZON EUROPE	2023-2027	The project aims to facilitate the smooth progression of automation in multimodal hubs, which are key components of logistics networks. It adopts the Physical Internet (PI) model to enable seamless automated freight transport by connecting diverse, independent logistics systems into a unified open network. Hubs and terminals—critical nodes within this network—play a central role in determining its efficiency and environmental impact. To enhance their readiness for integration into the PI, AUTOSUP focuses on advancing automation in operations, improving connectivity and digitalisation, and strengthening collaboration among nodes. The project identifies operational challenges, improves inter-node links, and runs simulation scenarios to optimise performance considering technological, operational, regulatory, and governance factors. This is supported by the development of Digital Twin models of automated supply chains, integrated into a data-driven Decision Support System.	Gruber Logistics plays a key role in the project, by advancing the automation of multimodal transport operations at the port of Trieste, where it operates as a Multimodal Transport Operator. Gruber Logistics aims to optimize last-mile logistics and enhance resilience through data-driven route planning, contributing to the project's goal of seamless, sustainable, and autonomous supply chains.				
							

Data driven approach

Digitalization and AI can amplify human potential by freeing up time for strategic and creative work, while enhancing productivity and accuracy. We can unlock new opportunities for growth, innovation, and collaboration.

Günther Erb

Executive Director
Information Technology



Data driven approach

At Gruber Logistics, we are dedicated to being a digitally-driven company, **leveraging technology to optimize our value chain, enhance the customer experience, and improve operational performance.**

Innovation and digitalization are integral to our business strategy. To streamline transportation management and strengthen relationships with customers and suppliers, we have developed unique, in-house enterprise IT solutions and customized digital products tailored to meet specific customer needs.

Our digital initiatives are essential to advancing the digitalization of our customer journey. These efforts focus on improving data accessibility and enabling its seamless

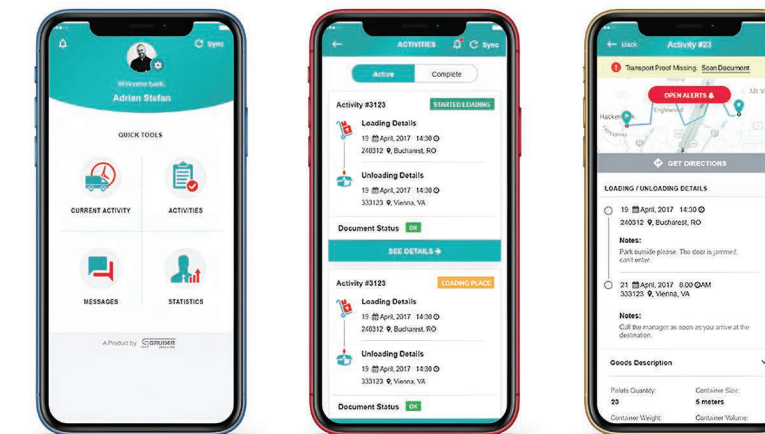
flow throughout the value chain. By digitizing processes, we enhance transparency and provide efficient, user-friendly channels for customer engagement.

Leading this transformation is our Digital Innovation Team, which drives the development and implementation of digital projects across the organization. By aligning initiatives with strategic goals, facilitating collaboration among stakeholders, managing resources, and setting clear project milestones, this team ensures we effectively leverage emerging technologies.

Gruber Logistics employs several digital innovations as part of its data-driven approach, each designed to enhance efficiency, sustainability, and customer experience:

Gruber Beyond DriverApp

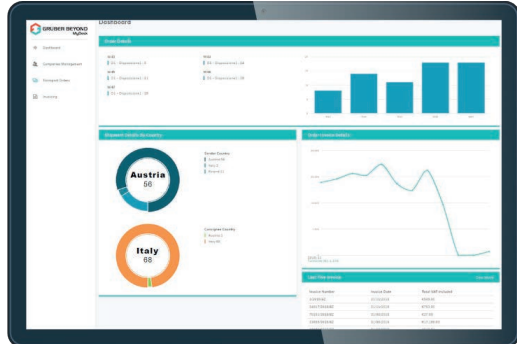
A dedicated application for drivers, providing tools for vehicle geolocation, real-time communication with the operations team, and streamlined management of transport orders and loading/unloading processes. This app enhances operational efficiency and supports drivers in their daily tasks.



Gruber Beyond MyDesk

A customizable digital platform for customers and suppliers.

It allows users to manage transport operations independently, track vehicle locations, view transport statuses and documentation, check the status of payments and the performance of transports made



Fleet Management System (FMS)

Designed to organize and manage work vehicles efficiently, this system aims to reduce costs, improve operational effectiveness, and ensure adherence to sustainability and regulatory standards.

Decision Support System (DSS)

A data-driven tool that helps logistics stakeholders make strategic decisions by analyzing multimodal freight flows, estimating costs, and assessing the impacts of new technologies and solutions

Data Interchange

The EDI and API Systems enable seamless communication between Gruber Logistics, customers, carriers, and suppliers by supporting the electronic exchange of orders, invoices, and other documents.

Transport Management System (TMS)

This platform helps businesses plan, execute, and optimize the movement of goods, ensuring compliance and proper documentation.

Warehouse Management System (WMS)

An in-house solution for optimizing warehouse operations, from receiving and storing goods to distribution. This system integrates seamlessly with customers' management platforms, providing tailored IT solutions to meet specific logistics needs.

Customer orientation

A coordinated and integrated management system, supported by recognized certifications, is essential for logistics operations. It ensures process efficiency, regulatory compliance, and organizational consistency, while enhancing risk control, supporting strategic decision-making, and enabling continuous improvement across all business functions.

Mauro Sgarbossa

Senior Manager
Quality & HSE



Customer orientation

Gruber Logistics demonstrates a strong commitment to customer orientation by fostering **long-term partnerships and focusing on tailored solutions that address the distinct needs of each client**. With a solution-oriented mindset deeply embedded in its company culture, Gruber Logistics **combines innovation in transport and logistics with personalized strategies to meet specific customer requirements**. By prioritizing personal engagement and maintaining open communication, the Company ensures a deep understanding of its customers, enabling it to address concerns proactively and adapt to evolving expectations.

This approach is further supported by continuous measurement of service quality to uphold high standards, guided by **ISO 9001:2015 and SQAS assessment**.

Gruber Logistics' management is dedicated to fostering a dynamic and flexible environment through modern process management, ensuring that its solutions con-

sistently align with customer needs and adhere to industry best practices. By maintaining **open communication channels and actively seeking customer feedback**, the company remains responsive to evolving requirements. This commitment not only enhances its **solution-oriented approach** but also aims to deliver an **exceptional customer experience**, reinforcing trust and long-term partnerships.

Gruber Logistics enhances service levels through dedicated **projects within each business unit (BU)**, guided by careful analysis of in-

dustry trends, market demands, and customer expectations. These initiatives focus on improving services, streamlining processes, and optimizing resources to ensure reliable and secure solutions for customers.

Cross-departmental collaboration is key to this approach, fostering knowledge sharing and leveraging diverse expertise across BUs. This synergy enables Gruber Logistics to address complex challenges comprehensively and develop innovative, customer-focused solutions tailored to specific needs.

Sustainable value chain

Already three years ago, in 2022, Gruber Logistics' board of directors has approved the Supplier Code of Ethics that outlines the fundamental principles guiding relationships with all suppliers and service providers. The document has been further integrated in 2024 following the policy revision process, @ in accordance with the latest regulatory standards and corporate policies, aligning the supplier pre-qualification process.

The document emphasizes transparency, good faith, and the importance of sustainability in supplier interactions. It insists on adhering to ethical practices based on core values such as respect for human rights, environmental protection, and socially responsible behavior.

Indeed, according to the Code, suppliers are required to comply with international standards, including those set by the International Labour Organization (ILO), the Universal Declaration of Human Rights, and the UN Global Compact principles. Suppliers must uphold our Company commitment to sustainability by integrating environmental, social, and human resource-related considerations into their operations. This entails adhering to environmental standards, ensuring fair labor practices, and contributing positively to the communities in which they operate.

The Code also insists on transparency in the supply chain, with suppliers being held responsible for ensuring their employees, collaborators, and subcontractors follow these ethical guidelines. Thus, suppliers must rapidly inform Gruber Logistics in case of eventual significant issues that are incompatible with the principles of our Suppliers Code of Ethics. The document outlines several key areas in which suppliers are required to meet specific conditions. These areas



emphasize sustainability, ethical business practices, and social responsibility.

The areas and conditions suppliers must fulfill are structured as follow:



Human rights and labor practices - Suppliers must prohibit any form of forced or child labor, ensure non-discrimination in employment, and provide fair wages and safe working conditions for their employees. This commitment extends to fostering an inclusive and respectful workplace free from any form of exploitation.



Environmental responsibility - Suppliers must actively work to conserve resources, reduce waste, and minimize pollution. This includes managing emissions, ensuring sustainable material use, particularly in packaging, and complying with local and international environmental laws. Gruber Logistics places strong emphasis on reducing the environmental footprint and encouraging continuous improvement in sustainability efforts.



Business ethics and compliance - Suppliers are required to strictly prohibit corruption and bribery and adhere to all applicable anti-corruption laws. Suppliers must engage in fair competition, avoid monopolistic practices, and ensure transparency in their business dealings by maintaining accurate records and honest reporting of financial and operational data.



Health and safety - Suppliers are responsible for equipping employees with appropriate protective gear, ensuring emergency preparedness, and offering safety training to prevent accidents and injuries. Regular monitoring and improvements of health and safety protocols are encouraged to enhance employee well-being.



Sustainability in supply chain - suppliers must guarantee ethical sourcing of materials, ensuring that suppliers within their own network comply with labor and environmental regulations, and continuously monitoring their own supply chain to maintain adherence to Gruber Logistics' high standards.

Assessment of suppliers' CSR performance

To ensure compliance, Gruber Logistics employs a rigorous supplier selection process aimed at ensuring all suppliers align with its commitment to sustainability, ethical conduct, and social responsibility. The process begins with a **pre-qualification phase**, where the company evaluates the technical and professional suitability of potential suppliers. This involves an in-depth review of their capacity to meet Gruber Logistics' operational needs and their compliance with relevant labor laws, environmental standards, and safety regulations. During this preliminary step, the Company ensures that suppliers adhere to its Suppliers Code of Ethics.

In addition to the pre-qualification process, Gruber Logistics uses tools such as **supplier questionnaires, audits, and site visits** to continually assess the performance of suppliers. These assessments focus on suppliers' adherence to corporate social responsibility (CSR) standards, environmental practices, and overall business ethics. Afterwards, suppliers are ranked based on risk levels tied to their CSR performance, allowing us to prioritize collaboration with those who demonstrate the strongest alignment with our values.

This evaluation is ongoing, and the Company conducts regular reviews to monitor compliance and encourage continuous improvements in all the covered areas. Non-compliance or refusal to adopt corrective actions can result in suspension or termination of contracts until the Code's conditions will not be fulfilled. This rigorous monitoring is key to ensuring the principles of the Code are consistently upheld throughout the supply chain.

Our corporate governance



Our corporate governance

In terms of Company structure, Gruber Logistics Group is organized as a Family holding. Giuseppe Gruber S.r.l. became Gruber Logistics S.p.A. in 1999, which today can be considered the headquarter of all the operating subsidiaries of Gruber Logistics Group.

The Company appoints its corporate bodies based on strict competence standards and in full adherence to legal requirements. Members responsible for control functions, such as administration, accounting, and corporate compliance, are chosen with rigorous attention to independence and integrity. These same standards apply to accounting controls carried out by auditors or external audit firms.

The governance structure is designed to ensure the effective execution of strategic objectives while maintaining operational efficiency and effectiveness, supporting the Group's long-term success.

Board of directors

In Gruber Logistics S.p.A, Christian Gruber is the Chairman of the Board of Directors, while Martin Gruber holds the dual role of CEO and member of the Management Board. This position allows him to

make key decisions, represent the Gruber family's interests, and oversee daily operations. The Chairman of the Board is required to avoid any actions or situations that might lead to a personal

conflict of interest with the Company. To address and mitigate potential conflicts of interest, Gruber Logistics has implemented measures such as independent oversight, transparency protocols, ethical

guidelines, and the establishment of an independent Supervisory Board. These safeguards promote impartial decision-making and ensure accountability, aligning with the organization's best interests.

Top Management

The Top Management represents the highest governance body within the Company. As of 2024, it consists of:

Martin Gruber

Marcello Corazzola

Hans-Ludger Koerner

Please note that this reflects the top management as of 2024. The actual structure may differ at the time of reading.

This governance body holds the responsibility of **defining, approving, and periodically refining the organization's purpose, values, mission, strategies, policies, and objectives** to promote sustainable development and ensure alignment with the Company's sustainability goals. Additionally, it is entrusted with engaging a diverse range of stakeholders, including employees, customers, suppliers, communities, and NGOs. By actively seeking their input, feedback, and insights, the

governance body gains a deeper understanding of varied perspectives, identifies potential impacts, and integrates stakeholder expectations into its decision-making processes. The Top Management (corporate figures at the first organizational level) is also responsible for **reviewing results, evaluating the effectiveness of sustainability initiatives, and making informed decisions** based on these findings to ensure that the organization's

activities align with its sustainability goals and address identified impacts on the economy, environment, and society. Additionally, periodic reviews of the organization's due diligence and impact management processes are conducted to enable continuous monitoring and improvement. The Top Management assigns responsibility for **overseeing the organization's impacts on the economy, environment, and society through a well-structured ap-**

proach, ensuring sustainability is embedded in the daily operations. Department heads and managers have the responsibility to integrate sustainable practices within their respective areas, aligning their actions with the Company's core values and strategic objectives. This decentralized method ensures a comprehensive and effective approach to managing impacts across the organization.

The Top Management is also responsible for reviewing and approving the reported information in this document, including the organization's material topics and assesses the reported information and uses it as a basis for decision-making. They evaluate the organization's performance, identify areas for improvement, and provide guidance and feedback to senior executives and other employees responsible for managing impacts.

Finally, the Executive Team, especially at the Top Management Level, plays a crucial role in transforming the Company's purpose, values, and sustainability strategies into actionable plans and initiatives. Working in close collaboration with various departments and stakeholders, they define clear objectives, implement sustainable practices, and ensure that sustainability is seamlessly embedded into the company's daily operations.

Nomination and selection of the Top Management

The nomination and selection process for the Top Management is guided by a comprehensive set of criteria to ensure that new members align with the Company's values and mission.



Ethical considerations are central to this process, with a strong emphasis on candidates possessing the moral framework necessary for long-term decision-making, particularly in the context of a family-run business.

This ethical alignment is reinforced by requiring unanimous approval from the Family Board.



In 2023, Gruber Logistics further solidified its commitment to sustainability by establishing the **Sustainability Board**. This governance body plays a pivotal role in the design, monitoring, and reporting of the company's ESG efforts. Meeting periodically, the Sustainability Board discusses and refines actions to enhance the implementation of the company's Sustainability Strategy and related policies. Reporting directly to the CEO, the board ensures that ESG priorities align with the company's mission and overall strategic objectives.



Competency-based evaluation plays a crucial role, with a focus on ensuring nominees bring a balanced skill set that includes both operational expertise, management experience and also environmental, social, and corporate governance knowledge (ESG). Additionally, soft skills like communication, collaboration, strategic thinking, leadership, and problem-solving are deemed necessary for effectively managing the responsibilities and challenges of the role.



Diversity is another key component of the process. The company values a range of perspectives across dimensions such as gender, ethnicity, age, professional background, and expertise, recognizing that a diverse board fosters inclusive governance, broader insights, and improved decision-making. The inclusion of independent members who have no prior relationships with the company further strengthens the impartiality and integrity of the governance body.

Our Remuneration policy

In observance with the UniP-dr/125:2022 standard, Gruber Logistics has implemented comprehensive remuneration policies for its highest governance body and senior executives, incorporating both fixed and variable components. Variable pay includes performance-based compensation, equity-based incentives, and bonuses, while the remuneration package also covers termination payments, both monetary and non-monetary, along with retirement benefits.

These benefits may differ for senior executives and governance members compared to other employees.

Gruber Logistics' **remuneration policies are designed to align with the organization's strategic objectives and its effectiveness in managing economic, environmental, and social impacts**. These policies not only recognize and re-

ward long-term achievements and the attainment of strategic goals but also actively support the company's sustainability strategy. By promoting responsible practices, they drive positive outcomes for the economy, environment, and society, reinforcing the organization's overarching commitment to sustainable development and its core values.

In determining remuneration, the Top Management, the Executive Director for Human Resources and external independent experts are involved.

This ensures that the remuneration policies and decisions are fair, transparent, and aligned with the organization's objectives. The **perspectives of stakeholders and shareholders are also taken into consideration** in the remuneration decision-making process. The in-

volvement regards various methods such as conducting surveys, organizing shareholder meetings, and seeking input through feedback channels. In determining remuneration, the organization occasionally may engage the services of independent remuneration consultants.

Their role is to provide insights, market analysis, and recommen-

dations on competitive and fair remuneration practices, ensuring objectivity and expertise in the decision-making process.

We are committed to guaranteeing that all employees at Gruber Logistics receive fair compensation that respects living wage standards in every country in which we are based.



Business continuity and resilience

Gruber Logistics has implemented a comprehensive approach to ensuring business continuity and resilience, especially in response to external factors that could potentially disrupt operations at both the national and Group levels. The Company conducts detailed corporate analyses to assess material topics based on a broader economic, environmental, and socio-cultural context. Currently, Gruber Logistics is investing in developing a Business Continuity policy in order to assess comprehensive guidelines to deal with major financial risks and benefit from potential opportunities.

Adverse weather conditions

Adverse weather events, such as storms, floods, extreme heat, snow, and icy conditions, can significantly disrupt transportation operations, particularly those reliant on physical infrastructures like roads and railways. For Gruber Logistics, such disruptions impact both short-term operations and long-term strategic decision-making. These challenges necessitate proactive measures to minimize adverse effects, ensure business continuity, and align with our sustainability objectives.

The primary consequences of adverse weather events include service interruptions. Severe weather can lead to road closures, accidents, and delays, which disrupt transportation schedules. For a road-transport-focused company like Gruber Logistics, such delays risk compromising delivery timelines, customer satisfaction, and overall supply chain reliability. Furthermore, adverse weather accelerates wear and tear on vehicles, such as damage caused by ice, salt, or flooding, thereby increasing maintenance requirements and operational costs, which may affect



profit margins. Safety risks are also elevated in adverse weather conditions, with snow, ice, or heavy rain amplifying the likelihood of accidents, leading to higher insurance premiums, potential damage to goods, and increased liability exposure for the company.

To effectively address these risks and maintain operational resilience and flexibility, Gruber Logistics invests in advanced route-planning technologies. These systems leverage real-time data to optimize delivery routes, circumvent affected areas, and adapt to evolving conditions. Additionally, to mitigate the increased risk of vehicle breakdowns associated with severe weather, Gruber Logistics has adopted proactive maintenance schedules, emphasizing fleet weatherproofing and readiness for harsh conditions.

Moreover, Gruber Logistics' diversified business model reduces reliance on road transport alone. By integrating alternative modes of transportation, such as rail and intermodal solutions, the company enhances its resilience to weather-related disruptions, supporting a robust and sustainable logistics framework.

Workforce shortages

The financial repercussions of workforce shortages, particularly the challenge of recruiting new drivers to address generational shifts, have necessitated significant strategic adjustments for the company. The recruitment of drivers is increasingly hindered by barriers such as the high costs associated with obtaining a commercial driving license and a shrinking pool of candidates. In response, the company has committed to investing in long-term solutions, focusing on enhancing working conditions by reducing excessive working hours and offering more competitive compensation packages to both retain and attract talent.

Additionally, the company is leveraging automation and digital innovations to support drivers in their roles and improve overall operational efficiency. The scarcity of drivers has had tangible financial implications across the company's operations and value chain, including increased operating costs due to delays and diminished customer satisfaction, which place pressure on the company's business model. This challenge

is particularly acute in regions such as Germany, where the impact is pronounced.

To address these challenges, the company has made substantial adjustments to its operational assets, including enhanced investments in training facilities. The company's strategy and business model have exhibited resilience through proactive measures to combat workforce shortages. These include forging partnerships with educational institutions to develop driver training programs and introducing flexible work arrangements to reduce risk and maintain service continuity.

Moreover, the company has emphasized sustainable transport solutions, solidifying its position as an industry leader with a forward-thinking approach. While quantitative results are still emerging, these initiatives demonstrate promising progress in adapting to evolving market dynamics and ensuring the company's long-term success.



Ensuring employees' safety and well-being

The rising costs associated with safeguarding a highly diversified workforce have shaped the company's strategic priorities, highlighting the critical importance of cultivating an inclusive and safe work environment. This focus aligns with the company's strong commitment to diversity and inclusion (D&I) and reflects a recognition that a diverse workforce enhances innovation and adaptability.

To address these challenges, the company has implemented updated policies, including revised codes of conduct and customized safety protocols that consider the diverse needs of its employees. Additionally, it has made significant investments in training programs centered on workplace safety, ensuring that all team members feel valued and supported. Financially, these initiatives have led to increased operating costs, particularly in areas such as advanced safety measures, employee training, and compliance monitoring. While these invest-

ments have marginally affected short-term profitability, they are projected to yield long-term benefits by reducing employee turnover, enhancing satisfaction, and improving productivity, thereby reinforcing the company's financial resilience over time.

The most significant risks and opportunities arising from these efforts are concentrated at the operational level, where the company's road transport activities rely on effective collaboration between drivers and white-collar staff from diverse cultural and linguistic backgrounds. These measures also fortify the company's value chain by reducing the likelihood of workplace incidents or conflicts, which could otherwise result in costly liabilities or reputational harm.

The company's strategy and business model have demonstrated resilience in navigating these financial challenges. Its proactive investments in employee well-being and D&I initiatives reflect an ability to adapt to evolving workforce expectations and regulatory requirements. Furthermore, by integrating these values into its broader sustainability agenda and action plan, the company has established itself as an employer of choice, enhancing its ability to attract and retain top talent. Although specific quantitative results are still emerging, the emphasis on aligning safety and inclusivity with business objectives underscores the company's forward-looking approach to workforce management.¹

Geopolitical instabilities and business diversification

In response to recent geopolitical instabilities that have increased transportation and logistics costs, Gruber Logistics has taken strategic steps to mitigate the impact on its profitability. These instabilities, including fluctuations in fuel and energy prices, stricter border controls, regulatory changes, and supply chain disruptions, have put pressure on the company's margins. To counteract these challenges, Gruber Logistics has diversified its markets and suppliers and invested in alternative fuels, such as biofuels, to reduce dependence on volatile fossil fuel prices. This diversification extends to both geographic regions and the range of services offered, including warehousing and intermodal transport, which reduces exposure to specific transport segments and broad-



ens revenue streams.

Gruber Logistics' sustainability strategy plays a crucial role in its ability to adapt to rising costs and ensure long-term resilience. By investing in low-emission solutions, such as electric trucks and carbon-neutral logistics options, the company reduces its dependence on fossil fuels and positions itself to meet the evolving regulatory demands of the EU's climate goals. Furthermore, Gruber Logistics is enhancing operational efficiency through initiatives like route optimization, fuel-saving technologies, and fleet renewal, as well as reducing empty kilometers via advanced telematics and digital platforms for load-sharing. These measures not only reduce costs but also improve the company's environmental footprint.

Business diversification also contributes to Gruber Logistics' resilience. Geographic expansion across Europe and neighboring regions spreads risk exposure, while investments in digital solutions such as real-time tracking and predictive analytics provide greater operational flexibility. Additionally, by focusing on specialized logistics, such as handling over-dimensional cargos and dangerous goods, Gruber Logistics has created niche markets that are less vulnerable to broader market instabilities. The company's dedicated teams of experts, skilled in navigating complex challenges, are at the heart of these efforts, continually seeking the most effective solutions to meet clients' needs. This resilience strategy, driven by innovation and a commitment to sustainability, enables Gruber Logistics to remain adaptable and responsive in an unpredictable global landscape.

Our ethical and responsible business conduct

Implementing an anti-corruption system, promoting ethical behavior, and providing a safe reporting mechanism for misconduct are crucial for a company's development as they foster a culture of integrity, transparency, and accountability, ultimately enhancing reputation, trust, and long-term sustainability.

Debora Citriniti

Director
Legal Counsel



Our ethical and responsible business conduct

Gruber Logistics' Code of Ethics and Conduct sets forth the principles and behavioral standards expected from all individuals involved in the company's business activities, including employees, managers, directors, and external stakeholders such as suppliers and clients.

This ensures that all individuals engaged with our Company adhere to its ethical standards, regardless of their role or level of interaction.

The document is readily available in both physical and digital formats by downloading it from the Company's website.

All companies directly or indirectly controlled by Gruber Logistics S.p.A. are required to comply with the Code of Ethics and Conduct.

Any conduct that contradicts the principles outlined is not tolerated within the company.

Such behavior is expected to be reported, sanctioned, and in some cases, may lead to the termination of business relationships, especially in cases where external parties are involved.

Business partners, employees, and suppliers can report any misconduct in two different ways:

- A dedicated whistleblowing section on the company's website allows for written reports or the scheduling of a personal meeting.
- Reports can be submitted to the Supervisory Board via email or to specific individuals within HR or the legal department.



Gruber Logistics' whistleblowing system

Gruber Logistics has established a comprehensive **whistleblowing system** that prioritizes the protection of individuals reporting misconduct.

Whistleblowers are assured **confidentiality** throughout the entire reporting and investigation process, with their identity kept private unless required by legal authorities. This system ensures that whistleblowers can report violations without fear of exposure. Furthermore, the company strictly prohibits any form of **retaliation**, including discrimination or punitive measures against those who report misconduct in good faith.

This protection extends to both direct and indirect forms of retaliation, creating a safe environment for reporting unethical behavior.

Whistleblowers are required to act in **good faith** when submitting reports, which means they must have a genuine belief that the

reported conduct constitutes a violation.

While anonymous reports are accepted, they are initially treated as complaints, and whistleblowers who later reveal their identity are granted the same protections as those who report openly. False or malicious reports, however, may result in disciplinary action against the whistleblower.

Gruber Logistics aligns its whistleblowing protections with Italian and European legal standards, particularly the Italian Legislative Decree No. 24/2023, which enforces the EU's whistleblower protection directive.

This ensures that whistleblowers are also protected under national and EU laws, further strengthening their security against potential retaliation or breaches of confidentiality.

Gruber Logistics operates based on several core principles that guide its actions and relationships both internally and externally. The Company upholds strict **legal compliance** with local and international laws, ensuring that all its operations are conducted legally and ethically. Integrity and honesty are central to all business dealings, with an emphasis on **good faith and fairness in relationships**, whether they involve employees, clients, or public authorities. We are committed to respecting **human rights and human dignity**, aligning its operations with the principles of the Universal Declaration of Human Rights, and ensuring that neither the company nor its partners engage in any form of

human rights violations.

The **health and safety** of employees are of paramount importance, with a strong focus on accident prevention, compliance with relevant safety regulations, and the proper use of protective equipment. The Company also places a high value on the **development and well-being** of its employees, fostering a work environment characterized by mutual respect, inclusivity, and the promotion of talent, while maintaining a zero-tolerance policy for any form of harassment or discrimination.

Environmental protection is another of our key principles, with the Company taking active steps

Gruber Logistics firmly opposes all forms of corruption, including acts involving individuals. The company views business gifts and hospitality as gestures of courtesy, strictly avoiding any practices that could be interpreted as undue compensation in its dealings with partners, suppliers, or clients. As part of its ongoing commitment to ethical conduct and transparency, Gruber Logistics has already integrated anti-corruption training into its employee onboarding process, covering key topics such as the Code of Ethics and whistleblowing procedures. In addition, the company has appointed a Responsible for Corruption Prevention (RPC), in line with the UNI ISO 37001:2016 standard. This role ensures continuous supervision of compliance with anti-bribery requirements and fosters a company-wide culture of integrity and transparency. The RPC supports, monitors, and guides the implementation of the Anti-Corruption Management System. Furthermore, the company has initiated the implementation of due diligence processes across its entire supply chain to strengthen oversight and risk management. While formal anti-corruption procedures are still being developed, Gruber Logistics is actively working toward ISO 37001 certification by the end of 2025.

to minimize its ecological impact through innovative strategies and collaboration with like-minded partners. Furthermore, Gruber Logistics is dedicated to guaranteeing the privacy of all individuals associated with its business, ensuring that personal data is handled securely and in compliance with privacy laws. Lastly, we are committed to achieving **responsible profits**, ensuring that its financial success is underpinned by ethical practices and sustainability, while rejecting all forms of corruption and unethical behavior in its business dealings.



Industry regulation and compliance

At Gruber Logistics, we recognize that regulatory uncertainty and the rising costs associated with compliance pose significant challenges to our industry. However, our unwavering commitment to sustainability allows us to view these pressures not only as obstacles but also as opportunities to innovate and lead the way in green logistics.

The rapidly evolving regulatory landscape, particularly in environmental policies, creates complexities for decision-making and long-term planning. Frequent changes in

emissions standards, carbon pricing, and taxation policies can delay critical investments in new technologies, as both Gruber Logistics and our customers operate under the same cloud of uncertainty. This volatile environment makes strategic investment in low-emission technologies a challenge, as their future viability and regulatory alignment remain unclear.

Moreover, compliance with frameworks such as the EU Emissions Trading System (ETS), carbon taxes, and other emissions charges has a direct impact on operational costs.



The financial burden of transitioning to cleaner technologies, upgrading infrastructure, and managing administrative compliance increases the cost of doing business. These challenges are amplified when regulatory approaches vary significantly across countries, adding complexity to our international operations.

Despite these challenges, Gruber Logistics has adopted a forward-thinking approach to navigate the shifting regulatory environment while staying true to our commitment to sustainability:

1

Investing in Sustainable Technologies: We are accelerating our adoption of electric vehicles (EVs), hydrogen-powered trucks, and biofuel solutions. While these investments come with substantial initial costs, they mitigate long-term exposure to carbon taxes and regulatory penalties, reinforcing Gruber Logistics as a leader in sustainability.

2

Leveraging Multimodal Transport: By integrating road transport with rail and sea solutions, we reduce our overall emissions footprint and enhance compliance with stringent regulations. Multimodal transport provides us with the flexibility to adapt to changing regulatory requirements while offering efficient, sustainable solutions to our customers.

3

Data-Driven Optimization: Through advanced telematics and data-driven route planning, we minimize fuel consumption and emissions, cutting costs while enhancing compliance. Our participation in European-level digital innovation projects exemplifies our commitment to pioneering technologies that optimize transport efficiency and reduce environmental impact.

Turning challenges into opportunities

Gruber Logistics demonstrates its commitment to security and responsible governance through its AEO-F certifications. By prioritizing AEO-F certification over ISO 37001, the company strategically focuses on the direct operational benefits AEO brings to the import and export of extra-EU commodities. AEO certification streamlines customs procedures, reduces controls, and enhances efficiency, which supports the company's sustainable supply chain operations. A key advantage of AEO is the rigorous assessment performed by authorities, such as customs, who evaluate security standards directly at facilities, including yards, branches, and warehouses. This on-site evaluation is particularly valued by logistics customers in sectors dealing with high-risk, dangerous, or valuable goods, where security and risk management are critical. While Gruber Logistics holds AEO-F certification in Italy and Germany, the company also aligns with ISO 37001 principles by implementing robust compliance measures, including thorough due diligence on customers and providers, underpinned by specific anti-corruption policies. This dual approach reflects Gruber Logistics' commitment to maintaining high standards of governance, transparency, and security, reinforcing its broader sustainability strategy and responsibility towards stakeholders.

Investing in alternative technologies, zero-emission solutions, and innovative development plans demands visionary and strategic planning, particularly in a climate of economic and political uncertainty. Gruber Logistics recognizes that such investments require strong foundations and a commitment to long-term goals, even in challenging times. However, the company firmly believes that embracing innovation and sustainability is essential to securing a competitive edge in the transport and logistics sector.

As part of this forward-looking approach, Gruber Logistics has committed to significant financial investments in groundbreaking technologies, including the acquisition of electric trucks. These investments have been complemented by the development of new operational models to ensure the effective deployment of these vehicles in real-world scenarios. This ambitious strategy not only positions Gruber

Logistics as a leader in sustainable transport but also underscores its role as an innovator in the logistics industry.

Crucially, these advancements have been achieved through strategic partnerships with suppliers and clients, built on medium- and long-term agreements. These collaborations have been instrumental in ensuring the economic and financial viability of our investments, enabling the company to pursue its sustainability ambitions while maintaining its operational resilience. By aligning innovation with financial sustainability, Gruber Logistics continues to redefine the future of logistics, leading the way toward a greener and more efficient industry.

Cybersecurity and data management

Achieving a cybersecurity certification highlights our strong commitment to the highest standards of security and information management. ISO 27001 not only strengthens our cybersecurity posture, but also increases the trust our customers place in us. Integrity, confidentiality, and availability are essential to our digital landscape. We will continue to uphold these standards and pursue excellence, moving mountains securely, together.

Alessio Pronjari

Teamleader
IT Operations & Security



Cybersecurity and data management

Gruber Logistics recognizes that safeguarding its own data and the data of third parties is crucial to maintaining market security. Cybersecurity and data management became key priorities due to the constantly evolving nature of digital threats. The company is particularly aware of two major risk types. The first involves cyber-attacks targeting data, where malicious actors hold systems hostage, effectively paralyzing all operations—from customer and supplier interactions to the organization of transport and invoicing. The second risk involves attacks aimed at the physical goods themselves, where cyber-criminals exploit digital cooperation among logistics operators to impersonate key players and physically intercept and steal cargo.

The potential consequences of a cyber-attack can be severe, leading to complete operational shut-downs and disruption of essential processes like data entry, transport management, invoicing, and payments. Furthermore, attacks can directly target goods within the supply chain. By falsifying credentials, cyber-criminals can impersonate legitimate transport operators and take possession of

goods, leading to theft. Given the magnitude of these risks, Gruber Logistics places significant emphasis on proactive risk management, with a strong focus on prevention and awareness to protect the company and its stakeholders from cyber threats.



Recently, Gruber Logistics designed Corporate IT Security Guidelines to ensure the protection of the company's information systems and data from unauthorized access, disclosure, or other cybersecurity threats.

The guidelines align with globally recognized standards like the NIST Cybersecurity Framework, a globally recognized authority on best practices for managing cybersecurity risks. The Gruber Logistics' IT Operations & Security department is responsible to define the security baselines and ensure the correct approach to handle any security-related topic in accordance with the IT Executive Director.

Moreover, Gruber Logistics allocated 221.200€ in 2024 both in favour of a continuous update of procedures, policies and IT equipment and its employees' training to manage data, devices and tools smartly without in order to minimize the risk of Company's assets being exposed to potential external cyber attacks.

The comprehensive approach we adopt to manage and prevent cybersecurity risks is based on key internal functions allowing the safeguard of the Company's IT infrastructure. The Govern function establishes security strategies and ensures compliance with regulations, while the Identify

function assesses risks and vulnerabilities. Protect implements safeguards like encryption and access control, and Detect monitors systems for potential security incidents.

In case of a breach, the Respond function outlines containment and mitigation actions, and Recover focuses on restoring operations and improving future defenses. In support of these functions, several systems of vulnerability assessment are employed in order to point out potential sources of threat to solve by increasing the level of IT security.



Our IT security policies

The *Corporate IT Security Guidelines* are structured around four key policies covering the security and protection of both internal and external data and IT systems.

The first is the **Access Control Policy**, which governs who has access to the company's systems and data. Access is granted on a "need-to-know" basis, meaning that employees and collaborators are only allowed access to information that is directly relevant to their job role. Users are responsible for securing their credentials, including passwords, and must adhere to authentication procedures such as multi-factor authentication (MFA).

The **Data Protection Policy** ensures compliance with relevant data protection laws and regulations. It mandates that all personal data handled by Gruber Logistics must be processed lawfully, kept secure, and only retained for as long as necessary. The policy also details how data should be stored, shared, and maintained, emphasizing the need for encryption to protect sensitive information.

The **Acceptable Use Policy** defines appropriate use of Gruber Logistics' IT resources. Employees are permitted to use these resources strictly for business purposes, and personal use is highly restricted. Activities such as accessing malicious websites or downloading unauthorized software are prohibited. This policy ensures that all IT assets, from devices to network services, are used responsibly and securely.

Finally, the **Incident Response Policy** outlines procedures for identifying, reporting, and responding to security incidents. Any security breaches or data loss must be reported immediately, after which an Incident Response Team (IRT) is formed to investigate, contain, and resolve the incident. This policy ensures that the company can minimize the impact of cybersecurity threats and recover operations swiftly after an attack.

Our action for people



Our action for people

At Gruber Logistics, **people are at the heart of our organization**. Our success depends on the well-being, growth, and satisfaction of our workforce, which drives our commitment to fostering a **supportive and inclusive work environment**. We are dedicated to promoting both personal and **professional development** through ongoing training, career growth opportunities, and initiatives that prioritize health, safety, and work-life balance.

The company is committed to provide **equal opportunities for all**, cultivating an environment where everyone feels valued and empowered to reach their full potential. By maintaining an **open dialogue with our employees** to understand their needs and aspirations, we ensure that the policies and programs re-

flect what truly matters to them. In 2024, Gruber Logistics began working actively to position itself as a benchmark for equality and inclusion in the logistics sector. As part

of this commitment, we celebrated our first Pride Month and launched the process to obtain the UNI/PdR 125:2022 certification, further reinforcing our dedication to creating

a workplace that values diversity, promotes equal opportunities, and supports every individual's growth regardless of their identity.



Our human capital

Logistics is ultimately about people, as the real competitive advantage lies in building and managing a skilled, motivated, and collaborative team that can efficiently manage supply chains and deliver exceptional customer service. The strength of a logistics company is in its people, not just its assets.

Verena von Dellemann

Executive Director
Human Resources



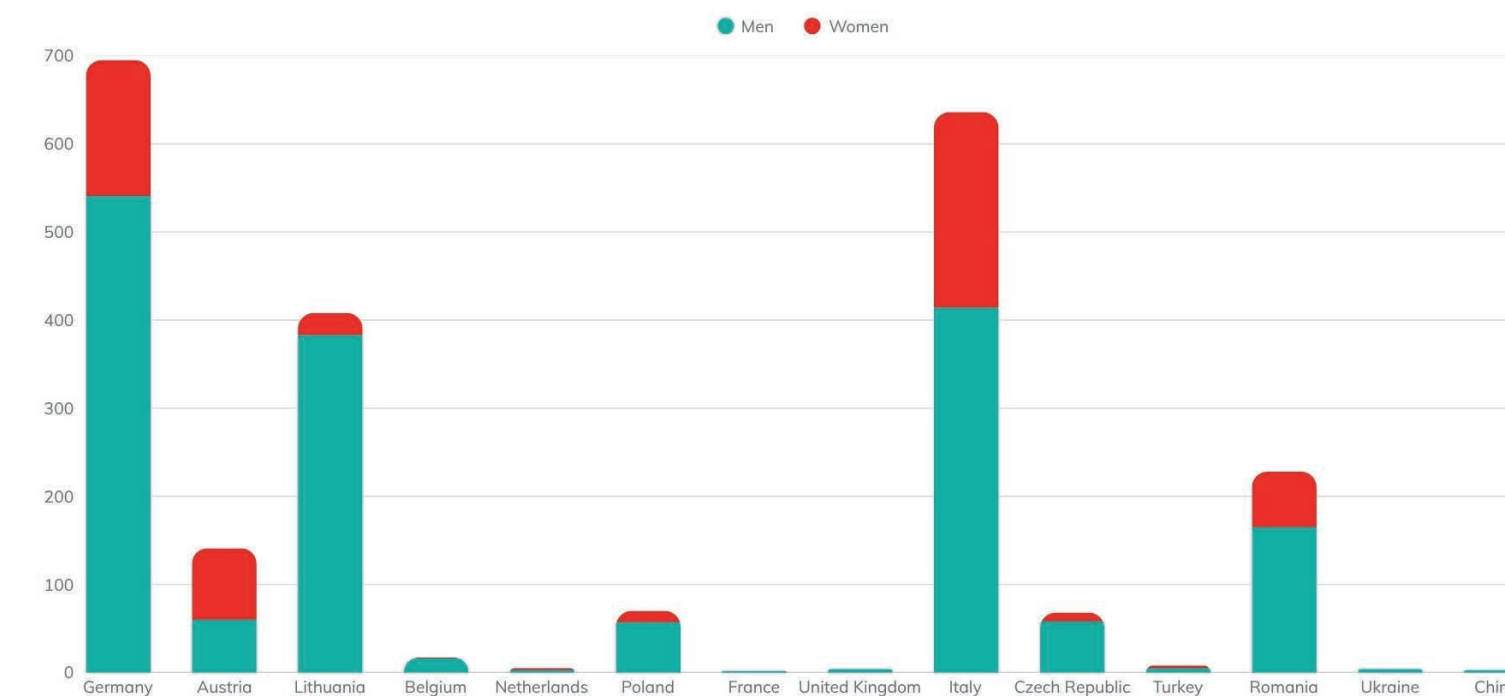
Our human capital

The well-being of our workforce is a top priority, and we are deeply committed to maintaining the highest standards. We ensure fair treatment, safe working conditions, and actively work to eliminate discrimination and harassment. To minimize potential risks to our employees, we implement rigorous health and safety protocols aimed at preventing accidents, fatalities, and occupational diseases.

Simultaneously, we strive to create positive impacts by fostering professional growth opportunities, offering fair wages, and facilitating clear pathways for career advancement. Our inclusive workplace values diversity and respects the dignity of every individual.

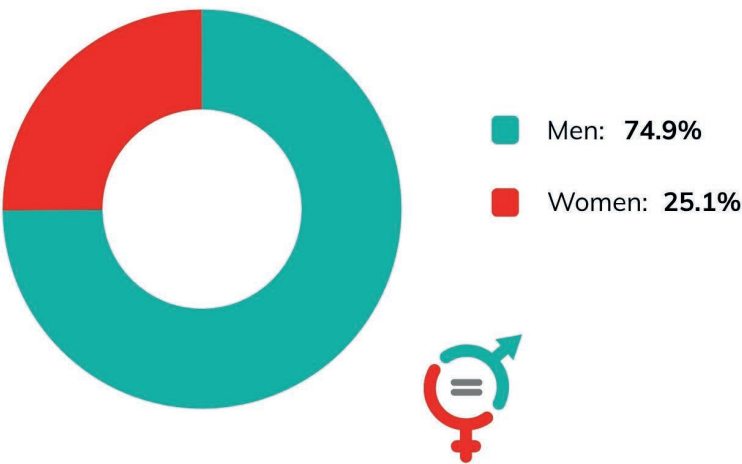
In 2024, we counted 2289 employees, including 53 members of top management (considered as managers at the second and third organizational levels).

Employees by gender and country

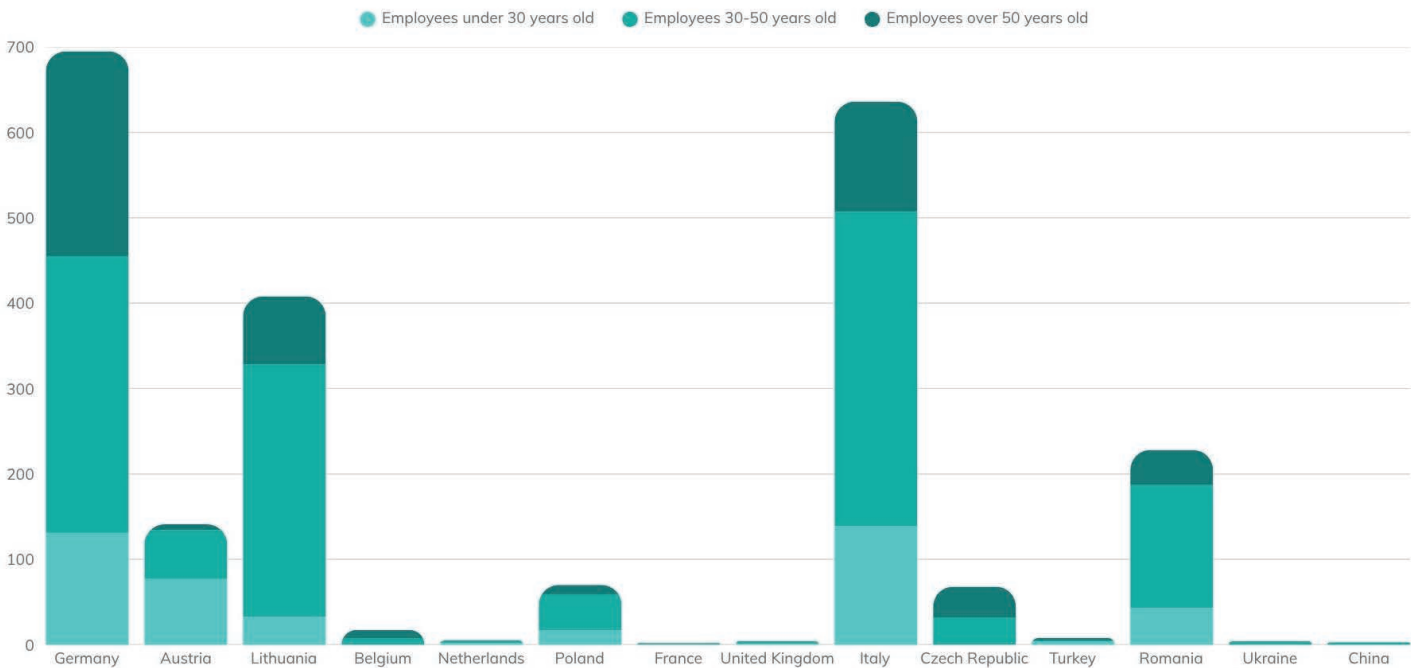


Number of employees per gender and per Country

Country	Men	Women	TOTAL	Employees under 30 years old	Employees 30-50 years old	Employees over 50 years old	TOTAL
Germany	541	154	695	131	324	240	695
Austria	60	81	141	77	57	7	141
Lithuania	383	25	408	33	295	80	408
Belgium	16	1	17	-	7	10	17
Netherlands	3	2	5	2	3	-	5
Poland	57	13	70	17	42	11	70
France	2	-	2	-	1	1	2
United Kingdom	4	-	4	1	3	-	4
Italy	414	222	636	139	368	129	636
Czech Republic	58	10	68	-	32	36	68
Turkey	5	3	8	4	1	3	8
Romania	165	63	228	43	144	41	228
Egypt	-	-	-	-	-	-	-
Ukraine	4	-	4	-	4	-	4
China	3	-	3	-	3	-	3
TOTAL	1715	574	2289	447	1284	558	2289



Number of employees by age group and Country



Employee distribution in Top Management by gender

	Men	Women
Top Management (managers of second and third organizational level)	46	7

Employee Distribution by contract type and Gender (Annex)

	Non-guaranteed hours employees	Temporary employees	Permanent employees	Total number of self-employed workers	Total number of workers engaged through a third party	Total number of employees
Men	0	64	1650	0	0	1714
Women	0	5	570	0	0	575
Total	0	69	2220	0	0	2289

Our commitment to employee engagement is reflected in various structured processes aimed at identifying, understanding, and addressing workforce needs and challenges. In 2024, Gruber Logistics invested 36.000 € to enhance health, and safety, underscoring our dedication to creating a supportive and secure work environment.

Our primary method of direct engagement with employees is through an **annual evaluation system (annual appraisal)**. The employees participate in **one-on-one discussions** with their supervisors. These evaluations provide an opportunity to review performance, address concerns, set future goals, and explore developmental opportunities. Guided by comprehensive protocols available on the Corporate Intranet, these evaluations ensure consistency and thoroughness across the organization. They also help in identifying individual and team-based concerns, enabling the company to provide targeted support and tailored interventions.



Our ongoing efforts to maintain open communication channels underscore the value we place on **transparency and mutual respect**. By encouraging employees to share their feedback freely and assuring them of its impact, we aim to build stronger relationships founded on trust. This inclusive approach to communication is fundamental to our mission.

Gruber Logistics has established **rigorous procedures for screen-**

ing potential employees, requiring candidates to provide information about their employment history, qualifications, and criminal record status.

During the recruitment process, all applicants undergo mandatory personality and cognitive assessments to objectively evaluate their fit within the company. The selection process operates on a **dual-control basis**, involving both the hiring manager and the Human Re-

Gruber Logistics is developing a **multi-layered stakeholder engagement** strategy that includes **surveys and open feedback channels**. In this way we proactively gather input on various aspects of the work experience, such as work-life balance, inclusivity, and professional growth.

Continuous feedback loops help the company assess the effectiveness of existing programs and identify areas for improvement.

By analysing this feedback, we ensure our initiatives are responsive to the evolving needs of our workforce, fostering transparency, trust, and mutual respect.

The Human Resource Director is the most senior role within the organization that is responsible for ensuring that this engagement of the employees is properly adopted.

sources department, to eliminate bias and maintain impartiality.

Any external recruitment agencies are required to ensure gender diversity in their candidate selection, presenting both male and female candidates without exception. The Company seeks candidates from diverse backgrounds, including non-traditional career paths, and promotes an inclusive employer brand to attract a wide array of talent. Job descriptions are carefully

designed to be free of gender-biased language or criteria that may discourage certain groups from applying.

Gruber Logistics's recruitment strategy underscores its commitment to a **fair and meritocratic advancement system**. This means that advancement is determined by a person's merit, rather than any other factors.

The company conducts an annual review of the recruitment policy, considering emerging trends, employee feedback, and evaluation activities to keep the guidelines aligned with current best practices and organizational needs.

To facilitate widespread understanding, Gruber Logistics **makes the policy accessible to all employees** through specialized training sessions,

presentations, and digital platforms, such as the company's corporate website.

Training sessions incorporate visual and interactive materials to engage employees effectively, and sessions include time for questions and clarifications, ensuring that the policy's content is well-understood.

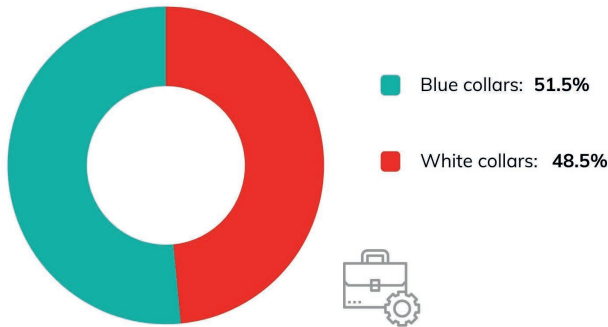
A key metric we monitor to assess the effectiveness of our recruitment and retention strategies is the employee turnover rate, which for 2024 stands at **11.76%**. This figure provides valuable insights into workforce dynamics and highlights areas where additional focus may be required to strengthen employee satisfaction and retention.

We strive to create positive impacts by fostering professional growth opportunities, offering fair wages. In order to **mitigate risks of wage disparities and promote fairness**, we conduct routine assessments of living wage requirements across the regions where we operate, ensuring our employees receive a wage above the adequate wage benchmark. We also focus on ensuring fair employment standards across our supply chain.



Across all categories of employees and non-employees, including both white collar and blue collar workers, every individual earns at least the defined adequate wage threshold. The distribution of workers earning above this benchmark is as follows:

	Workers earning above adequate wage benchmark
White collars	1110
Blue collars	1179
Non-employee workers	0
Total number of employees	2289



Gruber Logistics is committed to **proactively identifying and managing potential and actual significant negative impacts on our workforce**, in alignment with international human rights and labour standards. Our approach focuses on identifying, evaluating, and addressing risks or impacts affecting workers' well-being and safety, while ensuring the availability of robust mechanisms for resolution and remediation.

The Company conducts **regular assessments to evaluate labour standards and human rights practices across its operations and supply chain**. Open communication is a cornerstone of this approach, facilitated through robust social dialogue that encourages employee feedback and construc-

tive discussions to enhance workplace conditions. Our target-setting process for these critical areas is firmly rooted in our commitment to human rights and labour standards. By actively engaging with employees and their representatives, we ensure that our objectives align with their needs and perspectives.

We start by identifying potential or actual significant impacts through **regular risk assessments, feedback mechanisms, and audits**. When risks to health, safety, or equitable treatment are detected, we thoroughly evaluate these issues, incorporating input from affected individuals.

Concerns related to fair treatment, such as discrim-

ination, are handled with the utmost confidentiality, ensuring prompt and impartial investigations.

A whistleblowing mechanism ensures employees can report unethical activities. In addition to this procedure, we have a structured escalation process for conflict resolution, guaranteeing grievances are efficiently managed through clearly defined steps. Relevant departments and senior leadership are involved as necessary to deliver fair and just outcomes.

Our People’s rights

At Gruber Logistics, we recognize that respecting and protecting human rights within our operations is essential. We are committed to fostering a **positive work environment that balances transparency, fair treatment, and active engagement** with our employees and their representatives.

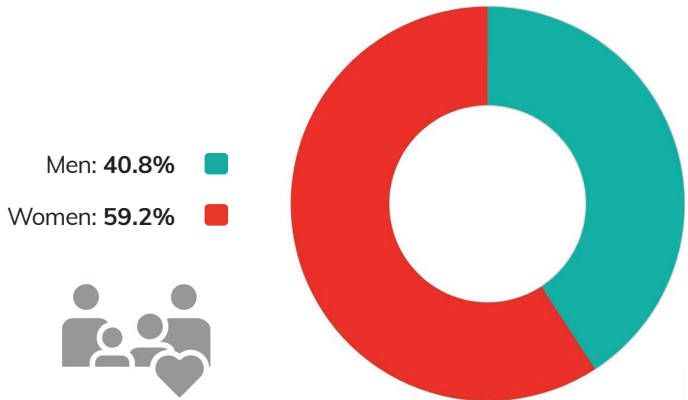
Gruber Logistics prioritizes **freedom of association and the right to collective bargaining**, allowing employees to freely organize and engage in dialogue about their rights, which is fundamental to a fair and transparent workplace. By adhering to these principles, the company creates an environment where employees' voices are respected.

Several key policies have been developed focused on creating a supportive work environment. Gruber Logistics promotes **work-life balance** as a key component of this commitment and provides tailored training programs that address specific employee needs and increase job satisfaction.

The **Parental Leave and Daily Rest Policy** is part of these initiatives, offering flexible options to help employees balance their professional roles with family responsibilities. This policy provides comprehensive parental leave options, including maternity leave, flexible parental leave, and daily rest periods for breastfeeding. These measures reflect Gruber Logistics’s commitment to supporting employees in their caregiving roles, fostering an environment where individuals feel empowered to manage both their personal and professional lives.



Employees that took family-related leaves (men)	40
Employees that took family-related leaves (women)	58



Smartworking

To better balance the personal and professional needs, Gruber Logistics introduced smart working for the employees who have completed their initial training period and work in departments that offer smart working as a flexible option.

Employees are expected to maintain professional diligence during remote work, follow the company’s Code of Ethics, and adhere to regulations related to health, safety, and data protection. Each workday performed remotely is treated the same as an in-office day, following standard working hours and break times. Gruber Logistics also pro-

vides annual training on health and safety requirements for remote work to ensure compliance with regulatory standards. Requests for remote work must be submitted through the company’s HR management system, with priority given to employees with caregiving responsibilities or specific family needs.

The policy provides specific indications regarding the use of the equipment and work devices and the conduct of the activity in indoor and outdoor environments.

Gruber Logistics has chosen to integrate specific Sustainable Development Goals (SDGs) into its business practices to strengthen its commitment to social responsibility and human rights, aiming to exceed mere regulatory compliance. This approach reflects the company’s dedication to setting ambitious standards for ethical conduct, workforce well-being, and sustainable business practices. By aligning with internationally recognized principles, Gruber Logistics is not only improving working conditions internally but also **contributing to broader global efforts for sustainable development**.

Gruber Logistics has established four essential objectives that shape its approach to human rights and social responsibility:

safeguarding human rights

maintaining robust labor standards

promoting social dialogue

ensuring ethical conduct

The Company aims to uphold **international labor principles** by ensuring fair wages, safe working conditions, and the freedom of association, fostering an environment where employees can work with dignity and security. **Social dialogue** is a central objective, with Gruber Logistics actively promoting open communication and feedback,

creating channels that allow employees to voice concerns and collaborate with management. This approach builds a culture of inclusivity, respect, and mutual accountability, where policies reflect the needs and aspirations of employees. Additionally, Gruber Logistics is dedicated to protecting **human rights** and maintaining ethical integrity, with

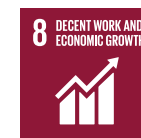
stringent measures **against corruption** to ensure transparency and trust across its operations. Together, these objectives form a framework for a workplace committed to both employee well-being and ethical responsibility.

To align with **SDG 1: No Poverty**, Gruber Logistics has proactively instituted wage policies that exceed local legal standards by at least 5%, promoting financial stability and supporting employees' quality of life. Furthering its dedication to **SDG 5: Gender Equality** and **SDG 10: Reduced Inequalities**, the company has strengthened non-discriminatory hiring practices and actively promotes equal opportunities, ensuring that all employees, regardless of background, have access to fair treatment and advancement.

Aligned with the **SDG 8: Decent Work and Economic Growth**, Gruber Logistics promotes fair wages, safe working conditions, and freedom of association, providing employees with a dignified and secure workplace. A key element of this commitment is the right to collective bargaining, embedded in the Company's practices to foster open dialogue, ensuring that every voice is heard and valued.

Our commitment to **integrity and ethical conduct** is equally robust, with strong measures to prevent corruption and unethical behavior. This aligns with **SDG 16, Peace, Justice, and Strong Institutions**, emphasizing the importance of transparency, accountability, and ethical governance across operations.

Moreover, since 2024, Gruber Logistics has strengthened its **partnerships with stakeholders, including government bodies, NGOs, and industry peers**, to pursue shared social and environmental goals. This collaborative approach reflects **SDG 17, Partnerships for the Goals**, and extends Gruber Logistics' positive impact beyond its immediate operations, promoting sustainable and responsible business practices on a larger scale.



Together, these commitments not only affirm Gruber Logistics' dedication to high standards of employee well-being and social responsibility but also demonstrate its role in advancing sustainable growth, both within the company and throughout the communities it serves.

The implementation and oversight of this policy are primarily the responsibility of the **Human Resources department**, which collaborates closely with other relevant departments and stakeholders across the organization. This structure is designed

to establish robust governance mechanisms that promote a culture of transparency, accountability, and compliance with human rights principles.

To maintain the relevance and effectiveness of the policy, we conduct **regular reviews and assessments**, adjusting its strategies to meet evolving standards, regulations, and best practices in areas such as human rights, labor standards, and anti-corruption. This policy applies universally across all employees, contractors, suppliers, and business partners, underscoring the company's commitment

to upholding high ethical standards and ensuring that all entities connected to Gruber Logistics operate in line with these values.

Transparent communication is also prioritized, ensuring that employees and stakeholders are well-informed about the policy and its objectives. We employ various communication methods, including company-wide meetings, training sessions, digital platforms, and documentation, to foster an environment of openness and dialogue on critical issues.



Our commitment to diversity and inclusion

Certifying a company model for gender parity is crucial as it promotes a culture of equality, diversity, and inclusion, ultimately driving business success through enhanced creativity, innovation, and employee satisfaction.

Petra Bertagnoll

Manager
Human Resources



Our commitment to diversity and inclusion

Gruber Logistics places diversity and inclusion at the heart of its corporate identity, embedding these values across its operations.

The company adopts a holistic approach to diversity and inclusion, integrating these principles into its Human Rights and Human Resources strategy. Aligned with the **UN Sustainable Development Goals** (SDGs) and the **Global Compact**, this strategy underscores the importance of respecting human rights, promoting fair labour practices, and eradicating discrimination.

In this context, Gruber Logistics has already taken concrete steps to move forward, actively monitoring gender equality and implementing dedicated structures and initiatives.

The **Steering Committee for Equal Opportunities** has been established by the management to promote

positive actions and behaviors that support gender equality and prevent discrimination at work. It addresses discriminatory behaviors and removes barriers to genuine workplace equality, in line with national and European legislation. The Committee is responsible for monitoring, supporting, and advancing actions that ensure equal opportunities in access to employment, training, and career development.

Gruber Logistics is currently working on a Strategic Plan for Gender Equality that defines clear objectives and priorities. Efforts are also underway to enhance existing reporting mechanisms with more dedicated and accessible channels for reporting harassment or discrimination. Furthermore, the company plans to roll out training sessions on harassment prevention and gender equality for all employees, integrating this content into the onboarding process to ensure early awareness about Gruber Logistics' values. The following table outlines the key metrics used to monitor the effectiveness of the diversity and inclusion policies, detailing the specific targets set and the progress achieved during the reference year.



	Selected metric	Related target	Progress made
Metric 1	Implement training for all employees to raise awareness of age discrimination	Training implemented	Ongoing process to draft content and approach based on our roadmap to inclusion
Metric 2	Implement training for all employees to raise awareness of different religious backgrounds	Training implemented	Ongoing process to draft content and approach based on our roadmap to inclusion
Metric 3	Monitor the share of employees with disabilities in the workforce	Collection of comprehensive inclusive data	Initial data on certified disabilities has been collected; efforts are ongoing to broaden and improve data coverage
Metric 4	Enhance the accessibility to Company's buildings	Guarantee 100% of accessibility	Data to be collected
Metric 5	Monitor the number of complaints filed through channels for people in own workforce to raise discrimination concerns on human rights and diversity and inclusion topics	Continuous collection of data	Channels are active and in use; work is ongoing to increase visibility and ensure comprehensive coverage across the workforce
Metric 6	Implement training for all employees to raise awareness of diversity	Implement and extend D&I training to the whole Group	Training delivered in parts of the organization; ongoing process to extend to the whole Group and further develop content based on the inclusion roadmap
Metric 7	Define countermeasures to decrease eventual gender pay gap	Countermeasures defined	Ongoing monitoring and policy updatingin line with UNI/PdR 125:2022 and related standards
Metric 8	Implement training for all employees to raise awareness gender equality	Trainingn implemented and monitored	Training implemented; ongoing process to further develop and implement across the whole Group the gender equality training based on UNI/PdR 125:2022 standard
Metric 9	Perform a benchmarking survey on diversity and inclusion	Annually conducting the survey	Continuous monitoring; survey results are analysed annually to inform and update the action plan

The Company has formally implemented a dedicated Diversity and Inclusion policy, supported by clear, measurable, and objective Key Performance Indicators (KPIs).

One of the key tools used to monitor progress has been the launch of a dedicated Diversity & Inclusion survey, specifically designed to gain a deeper understanding of the company's current situation, the experiences of employees within the organization, and areas for improvement.

A strong commitment to diversity and inclusion generates significant **positive impacts** for the Company, the workforce, and the society at large.

By actively fostering an inclusive environment, the Company can have economic benefits through enhanced innovation and creativity.

A diverse workforce brings together varied perspectives and ideas, which drive problem-solving and adaptability in a competitive market. Additionally, promoting diversity and inclusion helps build **social cohesion** within the organization, fostering a collaborative environment where employees feel valued and respected.

Moreover, this commitment reinforces the Company's alignment with **human rights and equality principles**, enhancing corporate reputation and trust among stakeholders.

An inclusive culture supports equality and combats discrimination, setting a

standard for fair treatment and contributing to a more equitable society. Gruber Logistics believes that by cultivating diversity and inclusion, it can positively impact not only the company's internal dynamics but also its relationships with clients, partners, and communities.



From the other side, potential **negative consequences** of neglecting diversity and inclusion could emerge. A lack of commitment to these principles can lead to **economic losses** resulting from reduced innovation, as a homogenous workforce is less likely to bring fresh perspectives that drive progress. Additionally, a workplace that fails to prioritize inclusion may face **social division** among employees, leading to a disengaged workforce, lower morale, and increased turnover. Such an environment could also expose the company to risks related to **human rights violations** and discrimination, damaging its reputation and trust with stakeholders.

In line with its Code of Ethics, Gruber Logistics promotes equal opportunities across all its locations, addressing any negative impacts of diversity and inclusion within its operations and external relationships.

Gruber Logistics' Diversity and Inclusion Policy has been introduced to further develop this commitment. This policy is built on **four corporate values** that shape the company's approach to creating an inclusive, respectful, and empowering workplace. These values are fundamental to the policy, guiding Gruber Logistics' commitment to diversity and fostering an environment where all employees feel valued and supported.

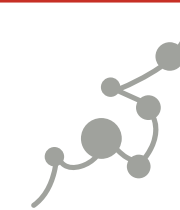
Diversity & Inclusion Survey at Gruber Logistics

At Gruber Logistics, fostering a diverse and inclusive workplace is a core value that supports both our social commitment and strategic goals. To strengthen our approach, in 2024 we launched a company-wide Diversity & Inclusion Survey designed to capture how employees experience inclusion, respect, and belonging at all levels.

This survey, developed by our internal D&I Interest Group and repeated annually, gave employees the opportunity to anonymously share their honest views and experiences. Collecting feedback from a broad range of employees helps us identify key areas for improvement and ensure that future initiatives are genuinely supportive and inclusive.

The survey results provide a clear snapshot of the current state of D&I within the Company and serve as a foundation for targeted actions. With these insights, Gruber Logistics is continuously improving to build an even more inclusive and respectful workplace.

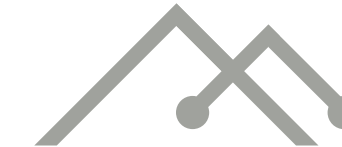
1. Trust



“Build partnerships that last”:

Trust is the foundation of our relationships with employees, clients, and partners. In the context of diversity and inclusion, trust means creating a workplace where every individual feels respected, valued, and secure. This commitment extends beyond the workplace to all company interactions, ensuring that Gruber Logistics upholds an inclusive and trustworthy culture.

3. Challenge



“Go for it”:

Embracing diversity brings a wide range of perspectives and ideas, enabling Gruber Logistics to approach challenges with innovative solutions and adapt to changing market dynamics. The value of challenge encourages employees to see diversity as a source of strength and creativity, helping the Company to push boundaries and achieve new milestones by drawing on the unique insights and experiences of its workforce.

2. Motivation



“Inspire to grow”:

We see our employees as our driving force and we are committed to fostering both their personal and professional growth. A diverse and inclusive environment is essential for this, as it allows employees from all backgrounds to find their place, contribute meaningfully, and develop their potential within a supportive community. Motivation in this sense is not only about individual success but also about cultivating a shared enthusiasm for progress and learning.

4. Improvement



“Strive for the better”:

Gruber Logistics' commitment to continuous improvement is reflected in its proactive approach to diversity and inclusion. The Company believes that fostering an inclusive environment is an ongoing process that requires openness to change and adaptability. By continuously refining our practices, we aim to enhance inclusivity at every level, reinforcing our dedication to equity and creating a positive impact on both the organization and society.

Moreover, the Company fosters an inclusive environment for **LGBTQIA+** employees, providing specific support to ensure that all individuals, regardless of sexual orientation or identity, feel respected and valued.

Racial and ethnic diversity is another priority, we actively implement strategies to attract, support, and include employees from various racial and ethnic backgrounds. This alignment with the diversity of the communities serves to reinforce a multicultural workplace that values different perspectives. Given the many languages spoken within the company, we strive to create an environment where communication flows easily and **language barriers** are minimized. Ensuring clear and accessible communication is key to fostering inclusion and enabling all employees to fully participate and feel connected. **Religious diversity** is equally respected, with the Company fostering an atmosphere that accommodates various beliefs.

In addition, we support employees with **disabilities**, aiming to ensure a fully accessible workplace and providing accommodations where necessary to help all employees realize their potential. **Age diversity** is also recognized as important, with an emphasis on intergenerational collaboration to encourage mutual understand-

ing and respect across age groups, enhancing knowledge sharing and innovation.

Finally we aim to achieve **gender balance** across all levels of the company, including management, to ensure fair representation and equitable opportunities for all genders. The average gross yearly earnings are 26.619 € for men and 26.861 € for women. Additionally, the ratio between the highest salary and the median salary stands at 13.

The diversity and inclusion principles are integrated throughout its **recruitment and selection processes**. The Company's approach ensures that every step of recruitment is fair, inclusive, and aligned with its commitment to creating a diverse workforce.



In 2024, Gruber Logistics officially celebrated **Pride Month** for the first time, marking a meaningful step in strengthening our commitment to an inclusive and respectful workplace for all identities. In Gruber Logistics we recognize the importance of creating an environment where all employees feel safe, valued, and free to express themselves authentically. Celebrating Pride Month aligns with our dedication to fostering respect and equality across the whole organization.

At Gruber Logistics, inclusion means action.

In 2024, we conducted a full review of our corporate website to prepare for the European Accessibility Act (Directive (EU) 2019/882), aiming to improve usability for people with disabilities.

Using Google Lighthouse, our website pages was evaluated with the following results:

 **Accessibility**

 **Best Practices**

As part of our long-term vision, Gruber Logistics is fully committed to continuously enhancing digital accessibility in all its tools and online spaces.

86/100

71/100

Promotion of continuous development and training

Gruber Logistics is committed to continuous development and training through a variety of structured programs that enhance employee skills and support career advancement. These initiatives reflect the Company's dedication to fostering a skilled, resilient workforce and supporting employees in achieving their long-term career aspirations and personal growth.

These programs cover a variety of areas, including health and safety, managerial skills, language courses, and specific technical training for example for drivers the **Gruber Academy**. Additionally, Gruber Logistics has implemented a **Leadership Model Policy** (with its program and monitoring) focused on cultivating socially responsible leaders within the company. This program equips managers with the skills needed to foster a respectful, ethical, and inclusive work environment, ensuring that the values of the Company are upheld throughout its operations.

In 2024, were conducted the following hours of training per employee:

Average hours of training per person	Men	Women
White collars executives	23.02	26.81
White collars (executives excluded)	14.61	13.01
Blue collars drivers	10.37	0
Blue collars drivers (excluded)	6.68	5



Gruber Logistics has adopted a strategy that prioritizes **continuous employee development, focusing on skills enhancement, safety, and leadership**. These policies encompass investments in tailored training programs, onboarding, and safety initiatives, ensuring that employees at all levels, including drivers and office staff, have access to the necessary tools and resources. Our approach is based on a clear strategy of aligning development with both internal needs and value chain operations.

These training programs include diverse areas such as health and safety, managerial skills, language proficiency, and specialized technical training. For instance, Gruber Logistics' drivers follow the program **Gruber Academy**, which provides targeted expertise to enhance their professional capabilities. Gruber Logistics has implemented training on the Code of Ethics as part of its onboarding procedures to ensure all new employees understand and commit to the company's core values and ethical standards from the outset. The training program started in 2024 and continue in 2025 to be extended to the entire Group with an annual recurrence, reinforcing ongoing awareness and compliance.

In addition, dedicated training sessions on gender equality, anti-corruption, and other key topics

have been introduced to further promote a culture of integrity, respect, and responsibility across the organization. Finally, for employees nearing the end of their careers, we provide retraining opportunities to help them adapt to new roles or industries

if they wish to continue working. This support is complemented by services such as job placement, severance packages, and counseling to ease the transition into retirement or new employment.

Gruber Logistics has developed **performance and career development reviews** as an integral part of its commitment to **fostering a culture of continuous improvement and employee empowerment**. The company's approach is structured to ensure that career growth and individual contributions align with organizational goals while supporting personal aspirations. The participation in these reviews among employees is divided among white collars and blue collars as follows:

	White collars executives	White collars executives excluded
Number of employees involved	178	446

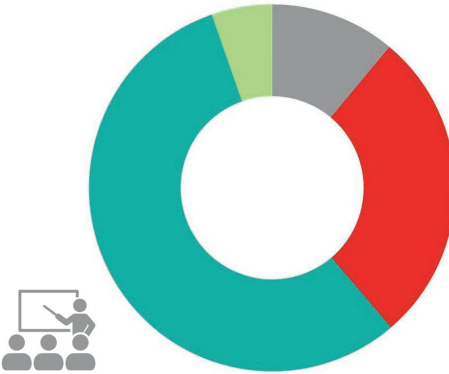
	Blue collars drivers	Blue collars drivers excluded
Number of employees involved	900	86

White collar executives: **11.1%**

White collars executives excluded: **27.7%**

Blue collars drivers: **55.9%**

Blue collars drivers excluded: **5.3%**



Workplace health and safety

We are **strongly committed** to the welfare of everyone involved in its operations, placing health and safety as a top priority in the workplace. The Company’s primary goal is to **prevent accidents, fatalities, and occupational illnesses**, with a strong stance against drug and alcohol use and abuse. Recognizing the significant impact that occupational accidents and injuries can have on employees and the environment, Gruber Logistics is aware that such incidents can result in personal harm, increased healthcare costs, and potential environmental damage.

To mitigate these risks, Gruber Logistics has implemented a robust **health and safety (HS) strategy** aimed at ensuring the well-being and security of its workforce.

	Workers covered by social protection
White collars	1110
Blue collars	1179
Non-employee workers	0
Total number of employees	2289



Gruber Logistics takes several key actions to ensure health and safety within its operations.

The company provides medical care, rehabilitation, and necessary accommodations for employees affected by workplace incidents. It conducts thorough **risk analyses** in collaboration with external consultants, accompanied by continuous training programs designed to address and mitigate potential hazards. Health and safety measures are guided by the **Plan-Do-Check-Act cycle**, with branch managers assuming direct responsibility for worker safety and the implementation of protocols.

Additionally, the company mandates annual medical examinations for employees and evaluates risks associated with new projects to preemptively address potential issues.

To maintain high safety standards, Gruber Logistics also enforces rigorous inspection and maintenance procedures for its fleet, ensuring operational reliability and minimizing risks.

In 2024, Gruber Logistics reinforce its commitment to workplace safety with

Percentage of workers covered by the company's health and safety system	100%
Number of fatalities	0
Number of work-related accidents during the year	33
Average monthly rate of work-related accidents	2,75
Number of working days lost due to injuries, fatalities, and ill health	710

the introduction of **comprehensive safety and hygiene protocols**. These protocols apply not only to direct employees but also extend to indirect collaborators throughout the network.

The use of **personal protective equipment (PPE)**, **routine sanitation of workspaces**, and the establishment of **hygiene stations** are included to promote health across all work sites. **Physical distancing** is encouraged wherever feasible, and **training sessions** are held regularly to ensure that all individuals are fully aware of safety procedures and compliance expectations.

Additionally, the new guidelines emphasize the **importance of timely reporting and rapid response to potential hazards**. Employees and collaborators are encouraged to report any safety concerns immediately, while supervisors and safety officers are responsible for ensuring adherence to these protocols and addressing any issues promptly.

Gruber Logistics commitment to supporting employee **health and well-being** by ensuring accessible healthcare and preventive services, ultimately contributing to a safer and healthier work environment.

The **Employee Health Assistance Program** introduced by the company aims to provide comprehensive health coverage and support services for its employees. This program is implemented through the **Sanilog Fund**, which covers employees under the national collective bargaining agreement (CCNL) for logistics, freight transport, and shipping. The fund is fully financed by the company, allowing employees access to healthcare services either free of charge or at a reduced cost.

The program offers a range of healthcare services, including general medical care provided through **Unisalute** and dental services through **AIG Odontonetwork**, available directly through affiliated facilities.

Gruber Logistics has implemented comprehensive measures to prioritize health, safety, and respectful labor practices. Recognizing the significant impact of workplace accidents, we focus on preventive actions such as safety training and regular evaluations of our policies. Our health and safety protocols are aligned with standards like **ISO 45001:2018**, emphasizing accident prevention, the reduction of occupational hazards, and the control of environmental health impacts.

To further enhance our commitment to fair and transparent labor practices, we regularly update these protocols to reflect evolving standards. Additionally, we have significantly reduced reliance on external cooperatives by internalizing a substantial portion of our workforce. This strategic shift enables better oversight, promotes transparency, and ensures fairness in employment practices, fostering trust among workers while strengthening organizational resilience.

To ensure an active role in safety efforts, employees are encouraged to participate in regular feedback processes, including safety committees and suggestion boxes. This approach enables continuous improvement of safety practices while prioritizing employee well-being.

Gruber Logistics provides comprehensive training programs that comply with legal requirements and go beyond basic standards. These

include **mandatory initial safety training of 12 hours, followed by a course of 6 hours every five years**. Additionally, all new employees participate in **onboarding sessions focused on safety procedures** to familiarize them with the company's protocols and expectations.

Annual training sessions are conducted in collaboration with the company's safety officer, offering employees the opportunity to up-

date their knowledge and address emerging safety concerns.

To measure the effectiveness of these training programs, Gruber Logistics employs a **dual evaluation approach**. This includes a written test at the end of each training session to assess comprehension and retention, as well as open-ended questions posed during on-site audits to gauge practical application and understanding in real-world

scenarios.

These metrics allow the company to monitor the efficacy of its safety training, ensuring that employees are not only informed but also capable of implementing safety measures effectively, thereby fostering a culture of safety across all operations.



Vehicle safety

Gruber Logistics places a strong emphasis on **vehicle safety** as a critical component of its overall commitment to workplace safety.

Recognizing the unique risks involved in transport operations, the company has implemented robust safety protocols and provides comprehensive resources to ensure that all drivers are well-prepared and aware of best practices on the road.

Central to these efforts is the **Driver Manual**, a detailed guide provided to all drivers, which outlines essential **vehicle safety guidelines, driving protocols, and emergency procedures**. The manual includes instructions on vehicle inspection before and after each journey, ensuring that drivers check critical aspects such as tire condition, braking systems, and load security. This routine inspection is fundamental to prevent mechanical issues and reduce the risk of accidents.

The manual also emphasizes safe driving practices tailored to different conditions, such as adverse weather, night driving, and high-traffic areas. Additionally, it provides drivers with strategies for maintaining alertness and managing fatigue, both of which are key factors in preventing

road incidents. Emergency response procedures are clearly laid out, equipping drivers with the knowledge to act swiftly and safely in the event of an accident or breakdown.

Furthermore, Gruber Logistics regularly updates the Driver Manual in alignment with current safe-

ty regulations and technological advancements in vehicle safety.

Drivers are required to complete regular training sessions based on the manual's contents, reinforcing their understanding and application of these critical safety measures.



Our commitment for the environment



Driving sustainable change in the supply chain

By being at the forefront of decarbonizing the logistics chain, Gruber Logistics is setting a pioneering example in the European sector, showcasing innovative solutions and rigorous emission tracking to reduce its carbon footprint, promote sustainable logistics practices and supporting innovation deployment.

Ettore Gualandi

Teamleader
Sustainability & Eco-innovation



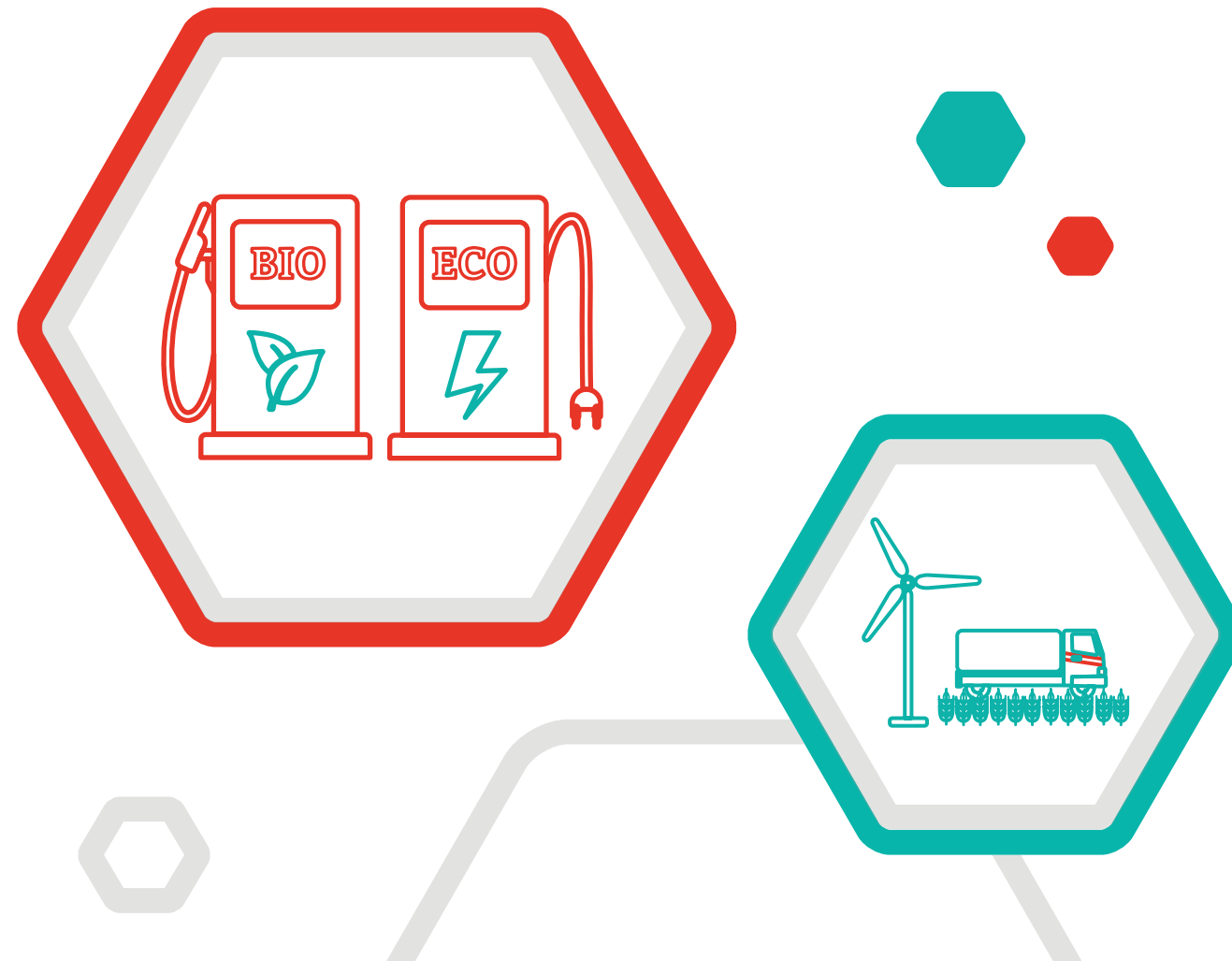
Our commitment for the environment

Gruber Logistics recently integrated an Environmental and Energy policy that reflects a deep commitment to addressing climate change and enhancing the efficiency of energy use across its operations.

The company's approach to mitigating direct impacts on climate change is grounded in a multi-faceted strategy that includes reducing its greenhouse gas (GHG) emissions at every level. This commitment is evident in the Company's ongoing efforts to reduce its direct carbon footprint through a targeted shift in its fleet towards vehicles powered by low-impact fuels. Recognizing the pivotal role of alternative fuels in decreasing greenhouse gas emissions, the company has set clear guidelines to increase the proportion of alternative fuels in its fuel portfolio.

This includes the use of Biodiesel (B100), Hydro-treated Vegetable Oil (HVO), LNG, Bio-LNG, and electric options. Each of these fuels is selected not only for its lower emissions profile compared to conventional diesel but also for its compliance with the Renewable Energy Directive, which outlines sustainability criteria for biofuels in Europe.

Gruber Logistics places significant emphasis on improving the efficient use of energy resources. This policy includes a strategic increase in the proportion of alternative fuels within its energy portfolio, thereby enhancing the environmental benefits associated with reduced carbon emissions.



Additionally, we made considerable investments in innovative technologies and digital tools designed to optimize route planning, reduce fuel consumption, and maximize operational efficiency. These digital advancements play a crucial role

in lowering the energy intensity of each transport unit, contributing directly to Gruber Logistics's overall sustainability objectives. Moreover, Gruber Logistics actively incorporates intermodal transport solutions as part of its commitment to

energy efficiency. By combining multiple modes of transport, Gruber Logistics not only diversifies its logistics methods but also reduces reliance on single-mode, energy-intensive options.

We want to pursue a structured path also based on high-level standards recognized at international level. Thus, we decided to integrate a formal strategy to improve our Environmental management system into Gruber Logistics' Vision 2050¹:

Environmental Certification

Short-term targets (by 2026)

Begin expansion of ISO certification for Environmental Management Systems (EMS) across branches.

Medium-term targets (by 2030)

Achieve full ISO certification for EMS in all company branches, ensuring standardized environmental management practices.

Long-term targets (by 2050)

Maintain ISO and other relevant certifications across all operations, continuously updating practices to align with evolving environmental standards.

** The baseline to compare the data and monitor the advancement has been set at 2022 to ensure accurate, relevant, and standardized measurements aligned with recent operational data and sustainability initiatives.*

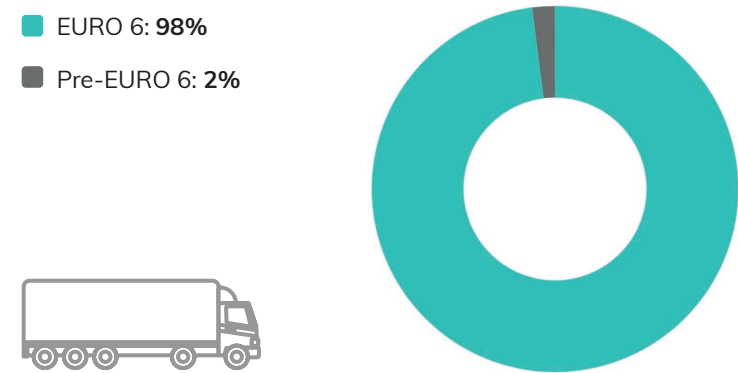
Energy efficiency and GHG emissions reduction

Gruber Logistics closely monitors its environmental impact and is dedicated to minimizing it through the use of a modern fleet equipped with low-impact vehicles, such as those powered by liquefied natural gas (LNG) and low-emissions fuels. The company recognizes that regularly renewing its fleet is essential to maintaining compliance with international environmental standards and the

European Union's directives on heavy vehicle emissions. By investing in state-of-the-art vehicles, Gruber Logistics ensures that its fleet remains aligned with evolving regulations, thereby reducing its carbon footprint and contributing to global sustainability goals.

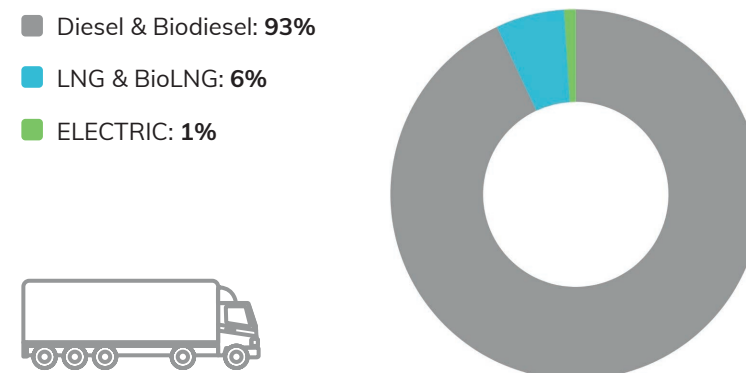
EURO standard classification and fuel type of Gruber Logistics fleet

■ EURO 6: 98%
■ Pre-EURO 6: 2%



In addition, the company ensures the optimal performance of its fleet through meticulous maintenance practices, including the regular inspection and replacement of key components like brake pads. This proactive approach not only

■ Diesel & Biodiesel: 93%
■ LNG & BioLNG: 6%
■ ELECTRIC: 1%



supports compliance with environmental regulations but also enhances operational efficiency, demonstrating Gruber Logistics' commitment to both sustainability and operational excellence.

Alternative fuels and fleet innovation

Gruber Logistics recognizes the critical importance of promoting rigorous governance practices to ensure a sustainable supply chain, where ethical behaviors and decarbonization efforts are non-negotiable and unwavering commitments that drive long-term success.

Stefan Knapp

Executive Director
Fleet



Alternative fuels and fleet innovation

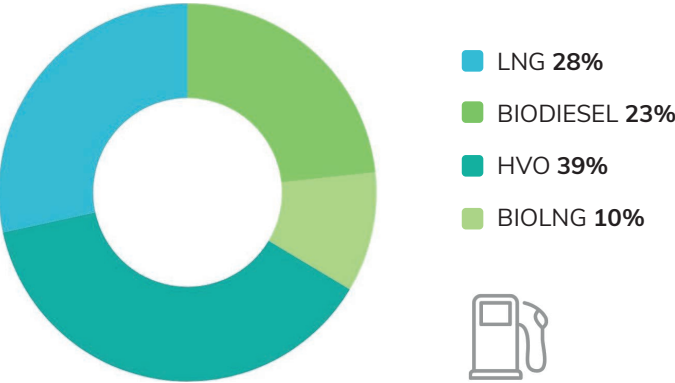
Gruber Logistics' Sustainable Fuel Procurement Policy has been structured to ensure a responsible approach in sourcing alternative fuels, focusing on reducing environmental impacts and promoting supplier accountability. The policy prioritizes low-impact fuels such as Biodiesel (B100), Hydrotreated Vegetable Oil (HVO), LNG, Bio-LNG, and electric options, aligning with the European Renewable Energy Directive. The latter wants to ensure that at European level all selected fuels meet rigorous sustainability criteria to support GHG emission reductions.

In 2024, the use of renewable fuels allowed to avoid the emission of 10,068 t of CO₂ eq.

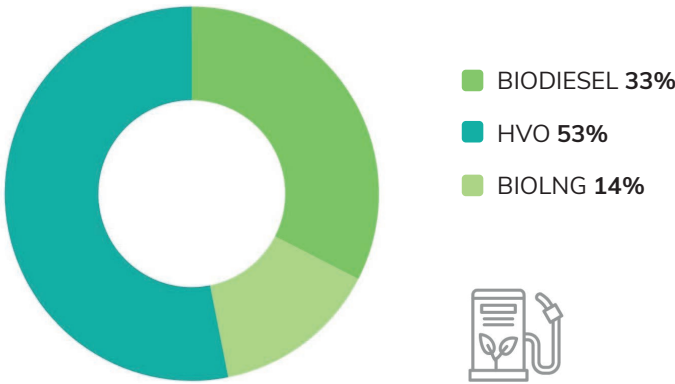
Fuel consumption by fuel type

Fuel type	Renewable	Non-renewable	Alternative fuel	Traditional fuel	Total consumed (L,kg)
BIODIESEL	1,070,024		1,070,024		1,070,024
BIOLNG	472,308		472,308		472,308
CNG		2,886	2,886		2,886
HVO	1,747,316		1,747,316		1,747,316
LNG		1,304,528	1,304,528		1,304,528
PETROL (car)		75,703		75,703	75,703
DIESEL		15,922,489		15,922,489	15,922,489
Total	3,289,648	17,305,606	4,597,062	15,998,192	20,595,254

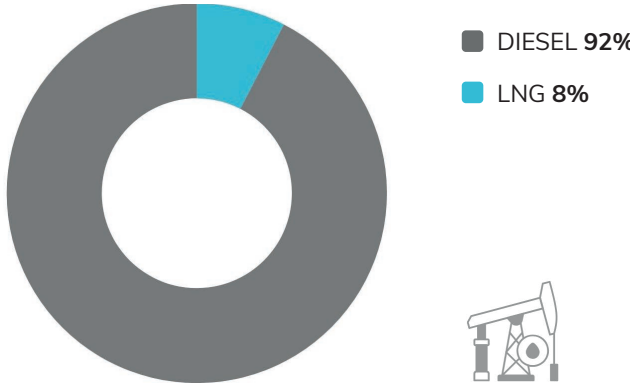
Total consumed alternative fuel (L,kg)



Total consumed renewable fuel (L,kg)



Total consumed non-renewable fuel (L,kg)



To achieve these standards, Gruber Logistics has established a detailed supplier selection and evaluation process. This procedure favors suppliers that actively work to reduce emissions, conserve resources, and manage waste responsibly. Suppliers are encouraged to adopt sustainable practices, including recycling, waste reduction, and water conservation, to mitigate their environmental impact in line with Gruber Logistics' own ESG commitments. Regular monitoring and audits of fuel suppliers

Sustainability requirements applied to fuel provider

Gruber Logistics requires fuel suppliers to meet recognized EU-level certifications, such as ISCC EU (International Sustainability and Carbon Certification), to ensure the sustainability of biofuels.

Suppliers must also comply with the European RED II (Renewable Energy Directive II), which mandates calculation and reporting of GHG emissions using the Well-to-Wheel analysis. If suppliers blend different types of the same fuel, they must disclose the composition and origin of each type, using Well-to-Wheel analysis for raw materials. For biofuels with frequently changing raw material compositions, suppliers are expected to periodically update the mix data and recalibrate GHG emissions accordingly.

are integral to the policy, ensuring adherence to the company's sustainability standards. Through both third-party verification and internal audits, we are projecting to maintain a high level of transparency and hold suppliers accountable for their environmental performance. These audits also provide insights for improvement, enabling our Company to engage with suppliers in furthering their sustainability capacity.

Sustainability requirements applied to alternative fuels

The fuel product must be made from 100% renewable raw materials that meet sustainability standards under the European RED II directive. It cannot include high ILUC (Indirect Land Use Change) products, which are derived from food and feed crops impacting high-carbon lands like forests and wetlands. If low ILUC products, which avoid food displacement by using improved agricultural practices or non-crop land, are used, this must be documented.

The carbon footprint of the alternative fuel must be calculated following RED II guidelines, using the directive's default GHG emission savings values.

Innovation is another critical pillar of the policy, as Gruber Logistics supports a proactive approach to research and development.

The company collaborates with suppliers and vehicle manufacturers to advance fuel technologies and improve alternative fuel vehicle efficiency, partnering with industry leaders to pilot solutions such as electric and hydrogen-powered trucks. These innovations are key to meeting our long-term environmental targets. In line with its sustainable fuel procurement goals, Gruber Logistics is working to progressively increase the share of alternative fuels in its operations, aiming to phase

out conventional fossil fuels and replace them with renewable, low-emission options. Another major component of our sustainable procurement strategy is the continuous renewal and modernization of the company fleet. By incorporating vehicles that meet the latest emission and performance standards, Gruber Logistics not only enhances carbon efficiency but also reduces pollutants, particularly in urban settings where air quality is a critical concern.

The Company’s long-term vision includes the deployment of zero-emission vehicles, such as battery-electric and fuel-cell electric trucks, as part of

its broader goal to establish emission-free transport services across Europe. Transparency is also fundamental to our approach, as evidenced by our commitment to creating a verified inventory of Scope 1, 2, and 3 emissions, which provides stakeholders with a clear view of the company’s carbon footprint and its progress in reducing it.

Similarly to other environmental topics, Gruber Logistics included short and medium-term targets concerning sustainable procurement and fleet’s renovation in its Vision 2050*:

Topic	Short-term targets (by 2026)	Medium-term targets (by 2030)	Long-term targets (by 2050)
Sustainable Procurement	Ensure that 30% of suppliers are rated with a sustainable evaluation system.	Increase the supplier evaluation system coverage to 50%, ensuring sustainable ratings for half of suppliers.	Ensure that 100% of suppliers meet sustainability evaluation criteria, creating a fully sustainable supply chain.
Alternative Fuels and Fleet	Provide alternative fuel options across all road transport services to support emission reduction goals.	Double the number of battery electric and fuel-cell electric trucks in the company fleet.	Transition the entire fleet to low emission vehicles, fully relying on alternative fuels and sustainable energy sources.
R&D and Innovation	Conduct 20 R&D projects focused on sustainability, including life-cycle assessment of commercial products and sustainable logistics innovations.	Continue investment in R&D for sustainable logistics and operational innovations.	Lead industry-wide innovation in sustainability through ongoing R&D, with a focus on pioneering solutions that further reduce emissions and environmental impact.

* The baseline to compare the data and monitor the advancement has been set at 2022 to ensure accurate, relevant, and standardized measurements aligned with recent operational data and sustainability initiatives.



The GLEC Framework & ISO 14083:2023 certification

Gruber Logistics offer a wide range of transport and logistics services worldwide across the logistics chain, covering all aspects of transport and related facilities, including the storage and management dedicated to all possible actors of the value chain. Our policy related to the GHG emissions accounting and reporting methodology specifies the technical details about how we quantify our impact on climate change by following the GLEC framework, accredited by the GHG Protocol. The **Global Logistics Emissions Council (GLEC) Framework** is a comprehensive methodology that provides standardized guidelines for calculating and reporting greenhouse gas (GHG) emissions across logistics and supply chain operations. Developed by Smart Freight Centre in collaboration with industry stakeholders, the GLEC Framework allows Gruber Logistics to be aligned with a universal approach including compliancy with ISO 14083:2023 standard.

Gruber Logistics’ Vision 2050 sets ambitious long-term objectives to achieve significant advancements in energy efficiency and GHG emissions reduction. By 2050, we aim for a comprehensive reduction and certification of Scope 1, 2, and 3 emissions, ultimately achieving net zero emissions across our operations. In energy efficiency, our strategy emphasizes maximizing fuel economy through optimized routes, adopting renewable energy sources, and enhancing digital tools to monitor and reduce energy usage in real-time. Nevertheless, keeping track of the advancements towards attaining these ambitious long-term targets can pose significant complexities. Therefore, we established intermediate milestones to monitor and evaluate the effectiveness of long-run actions*.

Topic	Short-term targets (by 2026)	Medium-term targets (by 2030)	Long-term targets (by 2050)
Carbon Footprint Reduction	Implement the GLEC Framework for all transport modes and cover Scope 1, 2, and 3 emissions. Ensure independent third-party verification for Scope 1, 2, and 3 emissions.	Achieve a 20% reduction in Scope 1 emissions (absolute and relative) and a 10% reduction in Scope 3 emissions from road transport, using 2022 as the baseline.	Achieve a 100% reduction and certification of Scope 1, 2, and 3 emissions, aiming for a zero-emission footprint across all operations.
Energy efficiency and Scope 2 emissions reduction	Initiate efforts to reduce Scope 2 emissions, starting with a focus on primary facilities.	Fully abate Scope 2 emissions across all company branches, leveraging renewable energy sources	Sustain zero Scope 2 emissions across all facilities, powered entirely by renewable energy sources

Gruber Logistics is increasingly attuned to its environmental responsibilities, acknowledging the profound impact of its operations and the urgency for sustainable development. As both a buyer and provider of freight services, the company emphasizes a shared duty to minimize greenhouse gas emissions. This commitment underpins the Company’s systematic strategy to assess and address environmental impacts as the first step in redefining its sustainability journey. The operating expenditures we incurred to implement our Environmental and Energy policy amount to more than € 5 million, allowing us to pursue the ambitious objectives previously described.

* The baseline to compare the data and monitor the advancement has been set at 2022 to ensure accurate, relevant, and standardized measurements aligned with recent operational data and sustainability initiatives.

Scope 1 and Scope 2 emissions focus on direct emissions from owned or controlled sources, while Scope 3 emissions encompass a broader spectrum of impacts on climate change tied to a company’s activities, including upstream and downstream emissions. Addressing Scope 3 is vital for organizations aiming to fully evaluate and manage their environmental footprint. For logistics and transportation companies, Scope 3 emissions are particularly significant due to the operational nature of these industries and the environmental effects linked to the movement of goods and additional services.

Gruber Logistics is currently working on an internal tool to quantify its total

carbon footprint with the objective to implement it to also calculate Scope 3 emissions starting from 2026 on 2025 data.

Taking into account our core operations, road transportation results in the most relevant category from the screening analysis, specifically Full Truckload (FTL), Less than Truckload (LTL), and Express Truckload (XTL). Intermodal, sea, and air freight will be included gradually in order to provide increasingly accurate data overtime. Scope 3 emissions from transportation and distribution activities have been estimated at around 400,000 tons of CO₂ eq for 2024.

Calculating GHG emissions along the life cycle of fuels

In order to capture the full climate impact of fuel use, as required under the GHG Protocol, the The GLEX Framework and the ISO 140083:2023 include emissions from the full fuel life cycle, known as well-to-wheel (WTW) emission factors. WTW factors are comprised of two separate sub-categories:

- Well-To-Tank (WTT): consist of all processes between the source of the energy (the well) through the energy extraction, processing, storage and delivery phases up until the point of use (the tank), WTT values can vary by energy source, region, method of production and the energy.

Tank-To-Wheel (TTW): emissions from fuels combusted to power Scope 1 activities (the wheel), TTW is considered to be zero for electricity, hydrogen fuel cells and biofuels – all emissions are in the WTT stages at the point of use.

While TTW emissions from fuels used in direct operations are reported as Scope 1, the associated WTT emissions are reported as Scope 3 as well as emissions for electricity used in the company’s direct operations are reported as Scope 2.

Energy Content (GJ)	2021	2022	2023	2024
Renewable	2,601	38,346	41,119	114,469
Non-Renewable	445,732	707,211	720,433	757,057
Total	448,332	745,558	761,552	871,526

Scope 1 emissions by sources

Total GHG emissions (tons of CO ₂ eq.)	2022	2023	2024
Fuel consumption	32,357	50,862	45,692

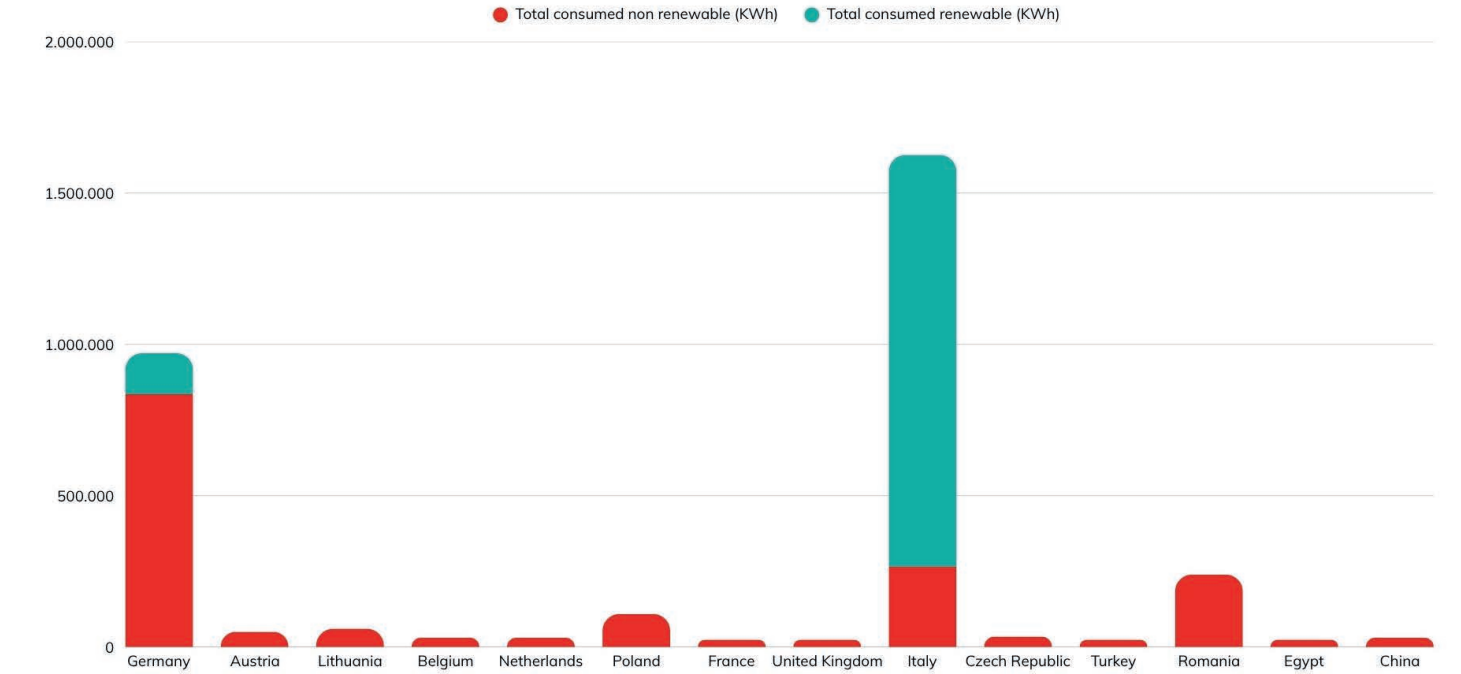
To translate its awareness into actionable change, Gruber Logistics has initiated comprehensive reporting on energy consumption and related emissions.

This effort marks the beginning of a robust process aimed at implementing tangible measures to reduce the carbon footprint of its activities and services, aligning with its broader vision for sustainability.

By documenting and analyzing its environmental data, Gruber Logistics not only underscores its accountability but also sets the stage for continuous improvement and innovative solutions.



Total energy consumption by country from renewable and non-renewable sources



Total energy consumption by country



Country	Total consumed (KWh)	Total consumed non renew- able (KWh)	Total consumed renewable (KWh)	Location based emis- sions (tons of CO ₂ eq.)	Market based emissions (tons of CO ₂ eq.)
Germany	970,783.00	835,963.91	134,819.09	331.82	613.85
Austria	50,000.00	50,000.00	-	4.88	-
Lithuania	60,000.00	60,000.00	-	9.25	35.69
Belgium	8,605.00	8,605.00	-	0.98	1.47
Netherlands	7,500.00	7,500.00	-	1.85	2.91
Poland	108,748.00	108,748.00	-	74.16	87.43
France	3,000.00	3,000.00	-	0.09	0.12
United Kingdom	2,000.00	2,000.00	-	0.39	0.79
Italy	1,626,008.00	266,250.00	1,359,758.00	453.77	135.95
Czech Republic	34,000.00	34,000.00	-	20.04	22.84
Turkey	2,000.00	2,000.00	-	0.21	0.84
Romania	239,000.00	239,000.00	-	51.78	51.80
Egypt	2,000.00	2,000.00	-	0.21	0.84
China	3,000.00	3,000.00	-	0.50	1.26
Total	3,116,644	1,622,067	1,494,577	949.95	955.80



Emissions intensity and energy intensity based on the net revenue generated

Emissions intensity	0.000674 tons of CO ₂ eq./€ Net Revenues
Energy intensity	0.00465 kWh/€ Net Revenues

Other relevant emissions of Gruber Logistics

Apart from GHG emissions contributing to climate change, Gruber Logistics have to address various air pollution-related emissions beyond its direct (Scope 1) and indirect (Scope 2) emissions, particularly those from transportation and distribution activities (Scope 3).

These include pollutants such as **CO₂**, **NOx**, **particulate matter (PM)**, and **VOCs**, which are associated with vehicle emissions, road, air, and sea freight. In particular, we quantified the emissions produced by Company's trucks powered by Diesel and LNG (Liquefied Natural Gas).

	Total emissions (kg)
NOx	69.604
Particulates	700

During 2024, Gruber Logistics invested more than € 6 million to address environmental impacts by focusing on transitioning to electric and hybrid vehicles (€ 1.0 million dedicated to zero-emission mobility) and promoting sustainable procurement practices of alternative fuels (€ 5.0 million invested in alternative fuels).

Promoting responsible waste management and circular economy

In recent years, Gruber Logistics has updated its waste management and circular economy policies, strengthening its commitment to sustainability beyond the targets set for 2024.

The company has established new goals aimed at reducing waste production and promoting material reuse within a circular economy framework. Operational efficiency and waste minimization are now central elements in Gruber Logistics's strategy, with initiatives that include expanding recycling programs, reducing non-hazardous waste, and digitizing processes to minimize paper usage.

Gruber Logistics is actively developing a robust waste management framework that focuses on resource efficiency and aligns with

circular economy principles as part of its broader environmental and energy strategy.

The company is committed to promoting the responsible use of raw materials, minimizing waste, and maximizing the reuse, recycling, and regeneration of products at the end of their life cycle.

Gruber Logisitcs advocates for a comprehensive approach to assessing environmental impacts throughout a product's entire life cycle, from production to disposal, to ensure that sustainability is considered at every stage. This includes supporting research and development initiatives aimed at advancing sustainable practices and finding innovative solutions for reducing environmental impacts. A key example of Gruber Logistics'

commitment to sustainability is its partnership with a tire supplier, which has allowed the company to eliminate the classification of tires as special waste.

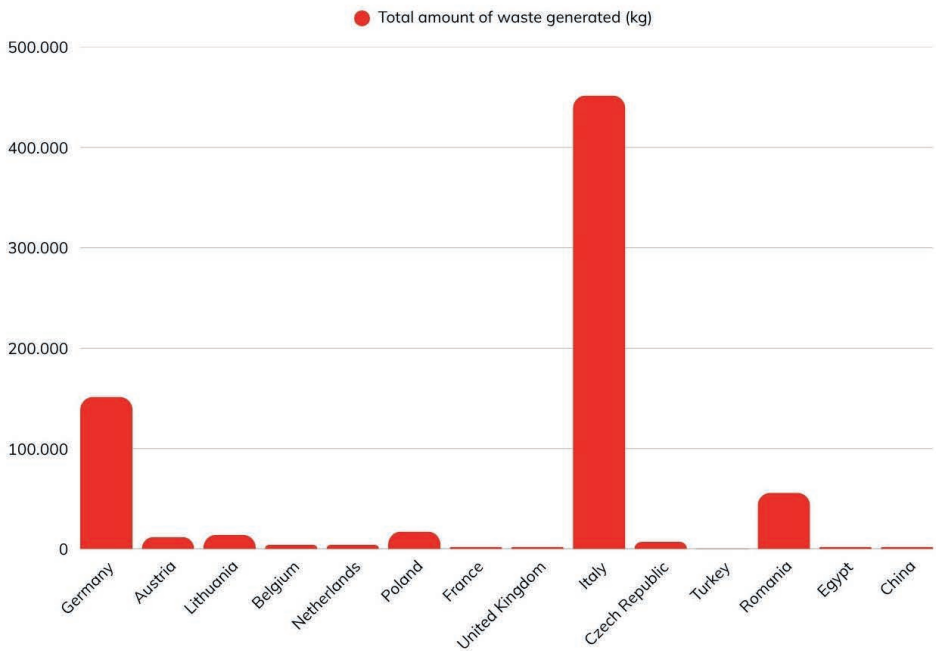


Instead of disposing of worn-out tires, Gruber Logistics recycles them through a process where old tires are reprocessed into new ones. This practice significantly reduces waste generation, as well as CO₂ emissions and air pollution associated with tire production and disposal. By reusing portions of worn tires, Gruber Logistics extends their lifespan, thereby contributing to the reduction of overall tire consumption and the environmental impact of their disposal.

In addition to its tire recycling initiative, Gruber Logistics promotes several eco-friendly practices throughout its operations.

The company focuses on waste reduction by optimizing processes and minimizing unnecessary material consumption. Furthermore, through its Operational Excellence project, Gruber Logistics has been implementing process digitization and other efficiency measures, which not only streamline operations but also support the circular economy by reducing the need for physical resources and enhancing sustainability. This project is integral to Gruber Logistics’ broader sustainability efforts, ensuring that both operational practices and business models are aligned with environmental responsibility and the circular economy.

These initiatives are supported by a series of key performance indicators (KPIs) included in the company’s monitoring reports, allowing for tracking the volume and types of waste generated, with a focus on increasing the proportion



Country	Total amount of waste generated (kg)
Germany	151,409
Austria	11,713
Lithuania	14,056
Belgium	2,016
Netherlands	1,757
Poland	17,216
France	703
United Kingdom	469
Italy	451,752
Czech Republic	7,965
Turkey	469
Romania	55,989
Egypt	469
China	703
Total	716,685

of waste recycled or repurposed. The goals also include reducing the use of non-renewable resources, promoting product durability, and implementing effective waste sorting at all company facilities. Enhanced monitoring supports the company’s broader environmental objectives, contributing to a transparent and measurable approach to waste management that advances Gruber Logisitcs’s progress toward its 2050 sustainability vision.



Commitment to biodiversity protection

Gruber Logistics demonstrates its commitment to biodiversity through comprehensive policies designed to minimize its impact on the sensitive ecosystems.

Recognizing that logistics can indirectly affect biodiversity, the company locates its sites mainly in urban or designated industrial zones to reduce the disturbance to natural habitats. We set specific goals to restore and support biodiversity within its direct influence. For example, we have initiated projects aimed at restoring habitats for bees on company sites, which not

only contribute to local biodiversity but also enhance ecological resilience in the surrounding areas. Beyond its own operations, Gruber Logistics sustainable fuel policy incorporates biodiversity considerations, ensuring that fuel production processes prioritize conservation principles and environmental stewardships with conservation experts and stakeholders.

In line the rising importance we attributed to biodiversity preservation, we decided to include specific targets in Gruber Logistics' Vision 2050:

Topic	Short-term targets (by 2026)	Medium-term targets (by 2030)	Long-term targets (by 2050)
Biodiversity	Implement biodiversity protection initiatives, including the creation of bee habitats on company sites.	Evaluate further biodiversity projects based on short-term outcomes to expand efforts in this area.	Support regional and local biodiversity goals, integrating extensive habitat restoration and conservation practices across operational sites.



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Methodological note

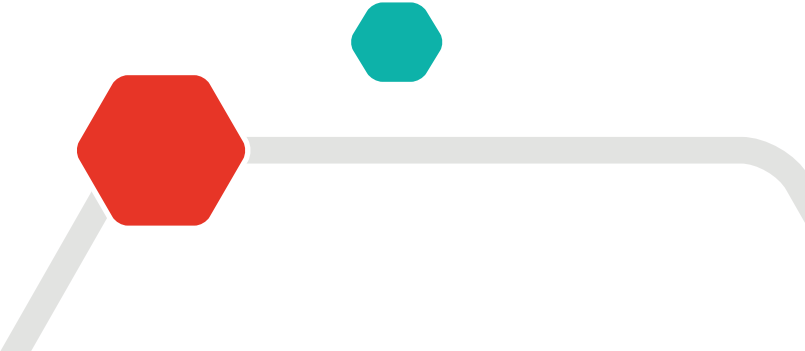
This Sustainability Report has been designed and edited by Gruber Logistics S.p.A. with the assistance and the methodological support of Up2You S.r.l. Società Benefit.

The third Sustainability Report of Gruber Logistics Group serves as the tool through which our Company communicates on a voluntary basis to all the stakeholders its management practices, policies, performances and future commitments concerning non-financial aspects. The report provides an overview of the main environmental, social and governance-related impacts generated, through the reporting of both qualitative and quantitative information and indicators. These aspects contribute to creating added value for both its people and the communities in which Gruber Logistics operates.

To deliver a prompt and quantitative depiction of performance, the document was prepared by employing the European Sustainability Reporting Standards (ESRS) published by EFRAG. The choice to shift from GRI Standards to ESRS was driven by the willingness to be prepared for the reporting activities in line with the Corporate Sustainability Reporting Directive. The Annex includes the list of the ESRS indicators that have been reported and a reference to the page within the document where the related information is stated.

The preparation and layout of this Sustainability Report for the period from January 1, 2024, to December 31, 2024 (FY 2024), was coordinated and executed involving the entire organisational structure within the reporting perimeter. The information provided in this document was selected based on an analysis of both the external and internal context of Gruber Logistics. The double materiality assessment was conducted with the direct involvement of the Sustainability Board and additional stakeholders. By combining the stakeholder engagement process with an analysis highlighting the most significant financial risks and opportunities related to sustainability matters, the material topics were identified by taking into account the double perspective of impact and financial

materiality. The current version of the report was subjected to approval by the Top Management before being published.



For this third year of reporting, we were able to respect our intention stated in our previous Sustainability Report of including all the companies within the Group in the disclosure perimeter. Indeed, quantitative and qualitative data were collected by covering the following organizations:

Combitras Srl, GRUBER Logistics GmbH, GRUBER Logistics (PAO) GmbH, GRUBER Montage GmbH, Heavyteam Spezialtransport GmbH, TOP Logistik GmbH, GRUBER Logistics SRL, GRUBER Logistics Forwarding SRL, GRUBER Logistics Shared Services SRL, GRUBER Logistics UAB, GRUBER Logistics Forwarding UAB, GRUBER Logistics Spri, GRUBER Logistics BV, GRUBER Logistics Sp. z o.o., GRUBER Logistics SAS, GRUBER Logistics International Transport Agency (Shanghai) Co. Ltd., GRUBER Logistics (UK) Ltd., Gruber Logistics Spa, GRUBER Logistics s.r.o., Züst & Bachmeier Project GmbH, Universal Transport Logistik GmbH (UTLPB), Universal Transport Schmitz GmbH & Co. KG (UTSGI), Giller Nutzfahrzeuge GmbH & Co. KG (GINMR), UTM Universal Transport GmbH (UTMHH), Züst & Bachmeier Project GmbH (ZBPN), Universal Transport Speziallogistik GmbH (UTMBA), Universal Transport Logistik GmbH (UTLPB) RUST, B+R Transportbegleitung GmbH (BRTHH), StB Verkehrstechnik GmbH (STBH), Universal Transport Spedition GmbH (UTSGO), SW Gotha



GmbH (SWGGO), GRUBER Logistics Uluslararası Taşımacılık Ticaret Limited Şirketi, Universal Transport Polska Sp. Z o.o. (UTPPL), Universal Transport Schmitz SRL (UTSRO), Universal Transport Egypt S.A.E. (UTEET).



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