

Moving Mountains for a better future

Sustainability Report
2025





Cover Art by Giovanni Bet

Title: **È MOLTO ALTRO** | Date: 2025 | Media: **Acrylic paints on canvas** | Size: **80x120 cm**

The work represents the absence of everything that remains invisible within the painting. Canvases and two-dimensional images are, by their very nature, limited. There is something metaphysical about representing a sky with clouds, yet without the clouds themselves. The experience that inspired this work is far more complex than what is conveyed in the painting. MUCH MORE EXISTED, EXISTS, AND WILL EXIST in reality.

Mobile: +39 3887460586 | Email: betgiovanni19@gmail.com

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

A handwritten signature in black ink, reading "Martin Gruber". The signature is fluid and cursive, with a large, stylized "M" and "G".

Table of contents

Dear Valued Stakeholders	4		
Introduction	6		
Highlights 2025	8		
The Group	9		
Our history	12		
The values that drive our Company	16		
Our business model and the market sector	19		
Our policy commitment	23		
Financial performance	25		
Our approach to sustainability	26		
Gruber Logistics' Stakeholders	29		
Our partnerships	31		
Double materiality analysis	34		
Our commitment towards innovation and sustainability	41		
Sustainability strategy	44		
EU projects and Gruber Logistics' role	46		
Data driven approach	56		
Sustainable value chain	62		
Our corporate governance	64		
Board of directors	65		
Top Management	66		
		Our Remuneration policy	68
		Business continuity and resilience	69
		Our ethical and responsible business conduct	74
		Industry regulation and compliance	78
		Cybersecurity and data management	81
		Our action for people	86
		Our human capital	88
		Our People's rights	96
		Our commitment to diversity and inclusion	100
		Promotion of continuous development and training	109
		Building skills for the future	111
		Workplace health and safety	112
		Our commitment for the environment	116
		Energy efficiency and GHG emissions reduction	120
		Alternative fuels and fleet innovation	121
		Reducing noise through fleet electrification	136
		Promoting responsible waste management and circular economy	137
		Water consumption and initiatives in Gruber Logistics	141
		Commitment to biodiversity protection	142
		Annex	144
		Methodological note	153

Introduction

Sustainability is increasingly becoming a defining element of how companies operate, innovate, and create value. For Gruber Logistics, however, it is not a commitment that begins or ends with regulatory requirements. It is an integral part of the way we understand our role as a company and the organization we want to be for our people, our customers, our partners, and the communities in which we operate.

This year's Sustainability Report continues the path we have undertaken in recent years, maintaining our reporting approach in line with the European Sustainability Reporting Standards (ESRS) and the principles introduced by the Corporate Sustainability Reporting Directive (CSRD). While recent regulatory developments mean that CSRD reporting requirements will become mandatory for Gruber Logistics only from the 2027 reporting cycle, we have chosen to continue developing our sustainability reporting framework today. For us, this is not simply a matter of anticipating compliance requirements. It reflects the importance we attach to transparency, accountability, and the ability to understand the impact of our decisions over the long term.



This approach is also reflected in the significant progress we have made in our ability to monitor, process, and analyse sustainability-related data.

Stronger processes and more structured information have enabled us to improve the quality and reliability of our reporting, while also providing a more solid basis for managing our sustainability

performance.

This progress has contributed, among other things, to the achievement of important certifications and recognitions, particularly in the social dimension, where our commitment to our people and our organization is increasingly being translated into measurable and independently rec-



ognised results. At the same time, sustainability for Gruber Logistics is inseparable from innovation.

As a logistics company operating in a sector undergoing profound transformation, we believe that addressing environmental and social challenges requires not only responsibility, but also

the ability to innovate. Over the past years, Gruber Logistics has further consolidated its position as a leading European company in logistics innovation, investing in research, technology, and new approaches to making transport and logistics more efficient, resilient, and sustainable.

Our ambition is therefore not simply to adapt to a

Our journey towards sustainability

7

changing regulatory or market environment, but to actively contribute to shaping it. We believe that sustainability, innovation, and competitiveness are not opposing priorities. On the contrary, they are increasingly interconnected elements of a long-term business vision.

This report provides an overview of the progress we have made, the results achieved, and the areas in which we continue to improve. It also reflects our willingness to be transparent about the challenges that remain ahead. We see sustainability as an ongoing journey, requiring continuous learning, stronger measurement, and a constant willingness to challenge the way we operate.

For Gruber Logistics, this journey is ultimately about defining what kind of company we want to be: a company that grows responsibly, invests in its people, develops innovative solutions, and takes an active role in shaping the future of logistics in Europe.

Andrea Condotta

Director

Public Affairs, Innovation & Sustainability

Highlights 2025



**9.000 t of
CO₂e**

emissions avoided due
to the use of alternative
fuels



**15.000 trucks
avoided**

on Alpine crossings, reducing
emissions via intermodal
transport (est.)



49%

electricity from
sustainable sources



12

Heavy-duty
electric trucks



**UNI/PdR 125
and ISO 45001**

certification obtained, alongside
GLEC framework (ISO
14083-aligned) implementation



10

number of research
projects currently
underway



100%

of employees paid above
adequate wage



73%

of employees under 50
years old



6

new trainings implemented
through new educational
platform to the whole group



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.

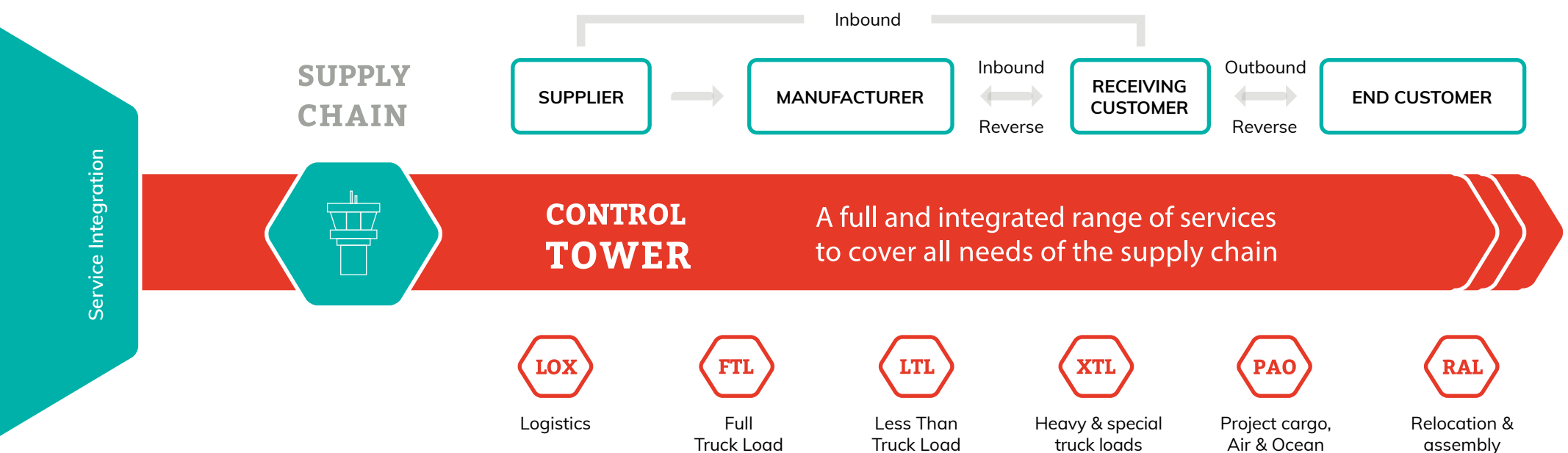
The company is now led by the third generation of the Gruber family.

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

Gruber Logistics has established an extensive international network, with 52 locations across 14 countries, enabling the Group to provide integrated logistics solutions and maintain a strong presence across key European and international markets.

This broad geographical footprint supports close connections with customers and partners throughout the value chain, while enabling efficient and flexible management of shipments across different transport modes.

The Group's international presence is further strengthened by long-standing investments in intermodal connections, alternative fuels and cargo optimization, as well as digital solutions for shipment monitoring, data sharing and paperless transport.



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







GRUBER
LOGISTICS



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 service makes up the most significant portion of the Company's business activities with a constant growth in the numbers of shipments (more than 150.000) and Company trucks (more than 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 hauliers. Part of the FTL service, Gruber Logistics offers a full Europe-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 LTL service 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

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.

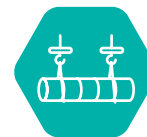


A&O

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 oversized 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

Corporate Social Responsibility is an integral part of Gruber Logistics' corporate vision and is embedded in both the Company's values and its long-term strategy.

Our ESG approach is built around clearly defined strategic priorities, with each environmental, social, and governance pillar supported by dedicated objectives and initiatives. In addition, procurement plays a fundamental role in our sustainability jour-

ney and is recognized as a fourth strategic pillar, reflecting its importance in promoting responsible practices throughout the value chain.

The Board of Directors is responsible for establishing the principles and standards that guide the development of corporate policies, ensuring the quality of our services and solutions, compliance with applicable regulations, and the continuous improvement of our management systems. Two

years ago, Gruber Logistics developed a comprehensive set of environmental, social, and governance policies alongside the review, update, and approval of its strategic documents.

This process formalized the integration of sustainability considerations into the Company's operations and decision-making processes.

These policies reinforce our commitment to ethical business conduct while providing a structured framework for identifying and managing the impacts, risks, and opportunities associated with the sustainability topics that are most material to Gruber Logistics. They translate our vision, mission, and core values into practical actions, supporting the implementation of our corporate strategy through clear objectives, measurable targets, and a commitment to continuous improvement.



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, Eisenhüttenstadt, Gotha, Hamburg, Hirschaid Bamberg, Nürnberg, Ora, Paderborn, Staufenberg
Quality	ISO 9001:2015	Aprilia, Aurich, Bendorf, Bremen, Dusseldorf, Eisenhüttenstadt, Gotha, Hamburg, Hirschaid, Kairo, Kreuztal, Masberg, Mochov, Nürnberg, Ora, Paderborn, Padova, 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
Gender Equality	UNI/PdR 125:2022	Gruber Logistics SpA
Employees Safety	UNI EN ISO 45001:2023	Ora, Perca, Sommacampagna

Financial performance

In recent years, Gruber Logistics has pursued a sustained growth strategy through organic development and targeted acquisitions, including the integration of the Universal Transport Group, which strengthened the Company's market position and established Gruber Logistics as a European leader in oversized and heavy-load road transportation. This expansion was supported by significant investments in fleet, people, and operational assets

Economic value (in Mio€)*	2025
Direct economic value generated:	
thereof Revenue	661.6
Direct economic value distributed	640.4
Transport related direct costs	255.6
Employee wages and benefits	81.6
Payments to providers of capital (interest)	5.2
Payments to government (Tax)	3.8
Other economic value distributed	-
Economic value retained	9.8

across international markets.

Following this phase of strong growth, the Company has shifted its strategic focus towards profitability and margin improvement, with the aim of consolidating and stabilizing the expansion achieved in previous years. This approach resulted in a slight decrease in revenues, while strengthening the Company's financial and operational foundations and creating the conditions for a future phase of sustainable expansion.

Against a backdrop of increasing global uncertainty, Gruber Logistics remains focused on improving operational efficiency, strengthening internal syner-

gies, and streamlining its organizational structure. Particular attention is being given to the alignment of key performance indicators (KPIs), especially financial metrics, to improve the Net Financial Position (NFP)/EBITDA ratio and further strengthen the Company's financial profile and creditworthiness.



*While the consolidated turnover of the group linked to transport and logistics activities for 2025 is 662 Mio€, the total revenue generated by the Gruber Logistics holding and linked companies is 700 Mio€.

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

Our approach to sustainability



Our approach to sustainability

For more than 80 years, Gruber Logistics has based its growth on responsible choices, investing in people, continuously improving the environmental performance of its fleet, and building strong and transparent relationships with customers, partners, and stakeholders.

In the current global business environment, corporate social responsibility has become an essential element for companies aiming to remain competitive, resilient, and prepared for future challenges. At Gruber Logistics, sustainability is an integral part of the way we operate, combining environmental responsibility, social commitment, and good governance principles across our activities.

We are aware that our operations can generate impacts on the environment and society, and we are committed to managing these impacts through concrete actions aimed at achieving long-term improvements. Our approach goes beyond compensation measures and carbon offsetting. We focus instead on actively reducing emis-

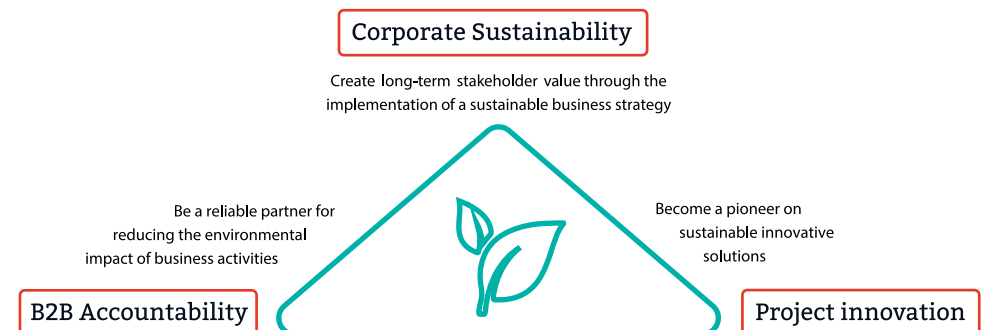
sions, improving efficiency, and promoting more sustainable solutions throughout our operations.

A key priority of our environmental strategy is the reduction of direct emissions and the optimization of resource consumption. To achieve this goal, we continuously invest in alternative fuels, expand inter-modal transport solutions, and introduce new technologies capable of supporting the transition towards lower-emission logistics. In this context, in the recent years we grew our innovative fleet, going from integrating four to twelve battery-electric heavy-duty trucks in 2025, enabling the provision of zero-emission transport services. Furthermore, we are increasing the share of vehicles powered by renewable fuels, in line with interna-

tional standards for low-emission transport.

Since the introduction of our first alternative-fuel trucks in 2019, we have continued to invest in innovation and research to identify solutions that can contribute to the decarbonization of freight transport. Through collaborations with technology providers, manufacturers, and industry partners, we are developing projects that support our sustainability objectives while strengthening our commitment to responsible business practices.

As part of this ongoing journey, in 2026 we plan to begin testing our first hydrogen fuel-cell electric trucks. These trials will allow us to evaluate the potential of hydrogen technology and its possible contribution to reducing emissions in 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 2025, Gruber Logistics has based its stakeholder engagement strategy on the analysis conducted in the year before. In 2024, we reached our 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.



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.



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.



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 actively participates in a wide range of partnerships and industry associations, reflecting its commitment to sustainability, innovation, and collaboration across the logistics sector. At the international level, the Company is involved in initiatives such as ALICE (Alliance for Logis-

tics Innovation through Collaboration in Europe), which supports the development of innovative and digital solutions for logistics, and the Digital Transport and Logistics Forum (DTLF), an expert group established by the European Commission to promote the digitalization of transport and lo-

gistics processes. Gruber Logistics also takes part in the 2Zero Partnership, supported by Horizon Europe, which aims to accelerate the transition towards zero-emission road transport, and collaborates with the Smart Freight Centre, a global non-profit organization dedicated to reducing greenhouse gas emissions from freight activities.

The Group invested €6,398 in sustainability-related memberships and assessments, including the renewal of its Smart Freight Centre membership and the annual EcoVadis assessment process, supporting continuous improvement in ESG performance and emissions reporting.

At the national level, Gruber Logistics is a member of several Italian industry associations, including FIAP (Italian Federation of Profes-

sional Haulers), ANITA (National Association of Trucking and Logistics), Confindustria, Assologistica, and the Freight Leader Council. Through these collaborations, the Company contributes to the development of a more sustainable transport and logistics sector, addressing key environmental, social, and ethical challenges affecting the industry.

These partnerships provide Gruber Logistics with valuable opportunities to exchange knowledge, engage with industry stakeholders, contribute to policy discussions, and align its sustainability approach with evolving market expectations and sector standards.

They also support the Company in staying informed about emerging trends and actively contributing to the transformation of the European logistics sector.



Michael Blaas
Expert - Fleet



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.



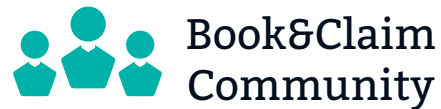
The European Technology Platform ALICE is set-up to develop and implement a comprehensive industry lead strategy for research, innovation, and market deployment in the field of logistics and supply chain management in Europe. Leading experts and companies in implementing supply chain and logistics innovation 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.

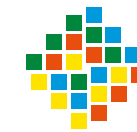


Smart Freight Centre (SFC) is an international non-profit organization focused on reducing greenhouse gas emissions from freight transportation. The SFC Community unites members and partners committed to driving change.

The Smart Freight Centre designed the internationally 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.



Diversity charter

The Diversity Charter - Equal Opportunities Charter is a voluntary initiative that promotes inclusive, fair, and discrimination-free workplaces by encouraging organizations to value and enhance all forms of diversity.

By signing the Charter, Gruber Logistics joins a network of companies and institutions committed to supporting equal opportunities, social cohesion, and responsible business practices. The initiative provides a framework to strengthen diversity and inclusion policies, share best practices, and foster a more inclusive working environment.

Double materiality analysis

For the 2025 reporting period, we maintained the results of the materiality assessment carried out in 2024, as no significant changes were identified that would require a revision of the assessment and its conclusions remain relevant to the Company's sustainability context.

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,

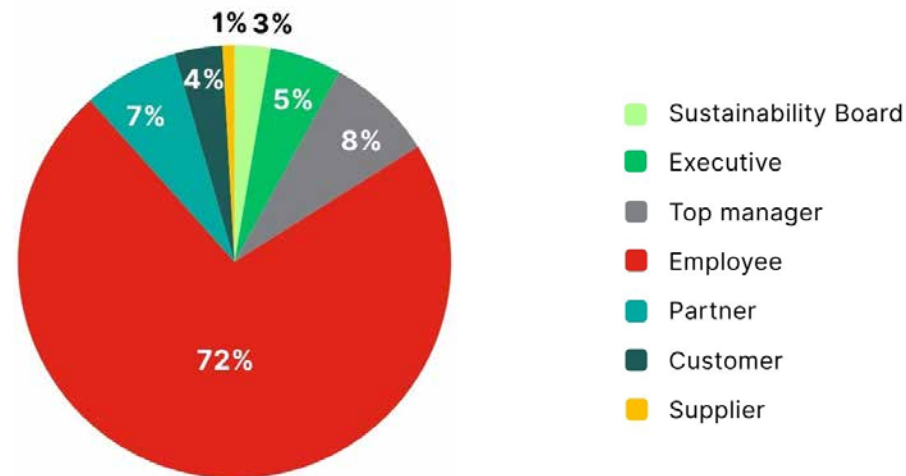
grouped by environmental, social, and governance dimensions, from highest to lowest priority for Gruber Logistics. This dual approach enabled us to gather a wide range of perspectives on the

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.



Double materiality assessment

The final phase of Gruber Logistics' 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.

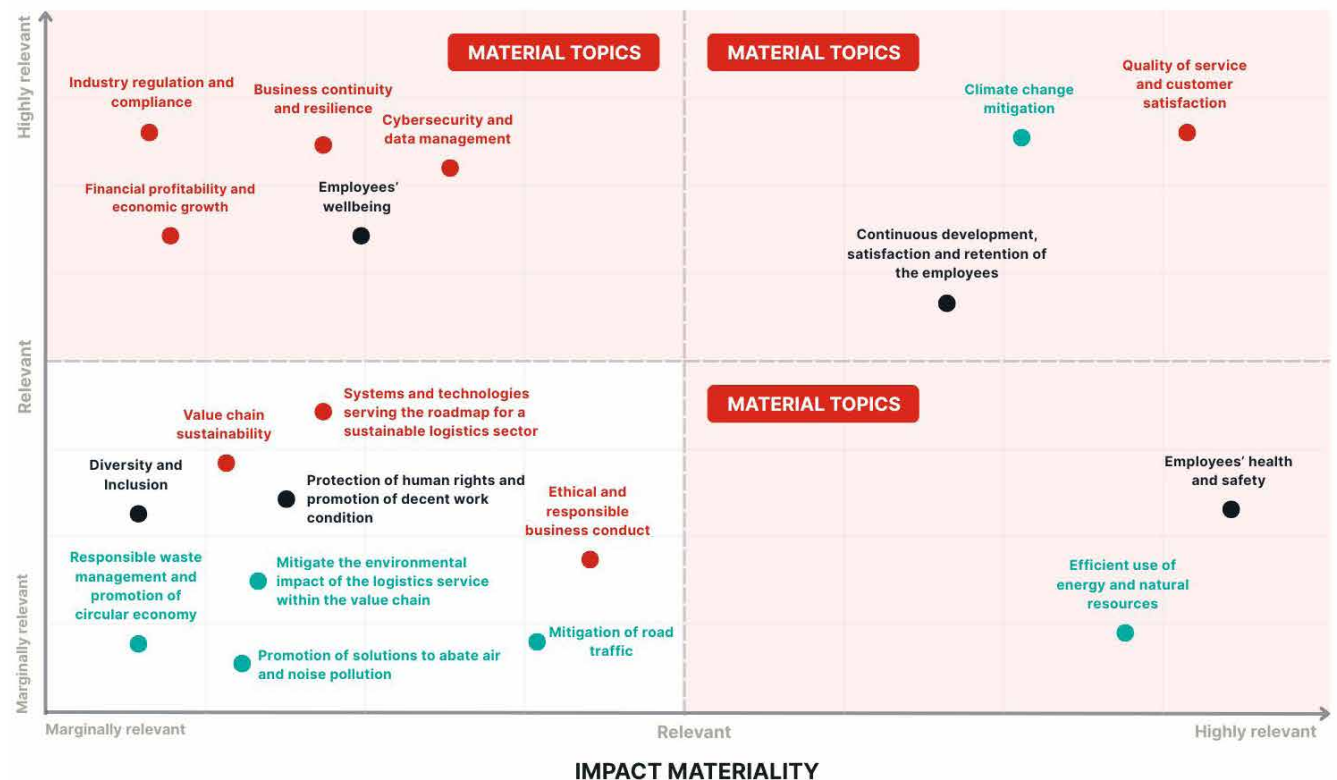
The materiality assessment will allow to concentrate our focus and effort on the most relevant matters, however we keep considering further material topics as well relevant in line with the company ESG strategy for a sustainable and fair development. This include continue fostering our diversity and 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

Climate change mitigation  	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.
Efficient use of energy and natural resources  	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.

Mitigate the environmental impact of the logistics service within the value chain 	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.
--	-----------------	--

Social

Material topics, impacts, risks, and opportunities

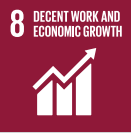
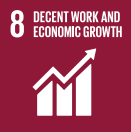
Employees' health and safety 	Positive impact	Gruber Logistics wants to guarantee the highest level of safety for its employees, through the monitoring of health and safety factors and the management of employees' training and awareness programs.
Employees' wellbeing 	Financial risk	Managing highly diverse 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.
Diversity and inclusion 	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.

Continuous development, satisfaction and retention of the employees 	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

Quality of service and customer satisfaction 	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.
Business continuity and resilience 	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.

Financial profitability and economic growth 	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.
Ethical and responsible business conduct  	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.
Industry regulation and compliance   	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.
Cybersecurity and data management 	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 undergoing a significant transformation, with companies increasingly adopting innovative solutions and more sustainable practices to support the efficient movement of goods, services, and information across complex supply chains.

At the same time, the sector remains a major contributor to environmental impacts, including greenhouse gas emissions, resource consumption, and waste generation.

For this reason, sustainability has become an essential element of modern logistics rather than an optional commitment. Integrating sustainability into logistics operations is crucial to reducing environmental impacts while maintaining efficiency, competitiveness, and economic sustainability. Actions such as optimizing transport plan-

ning, increasing the use of alternative fuels, and expanding intermodal solutions can contribute to lowering emissions and reducing energy consumption.

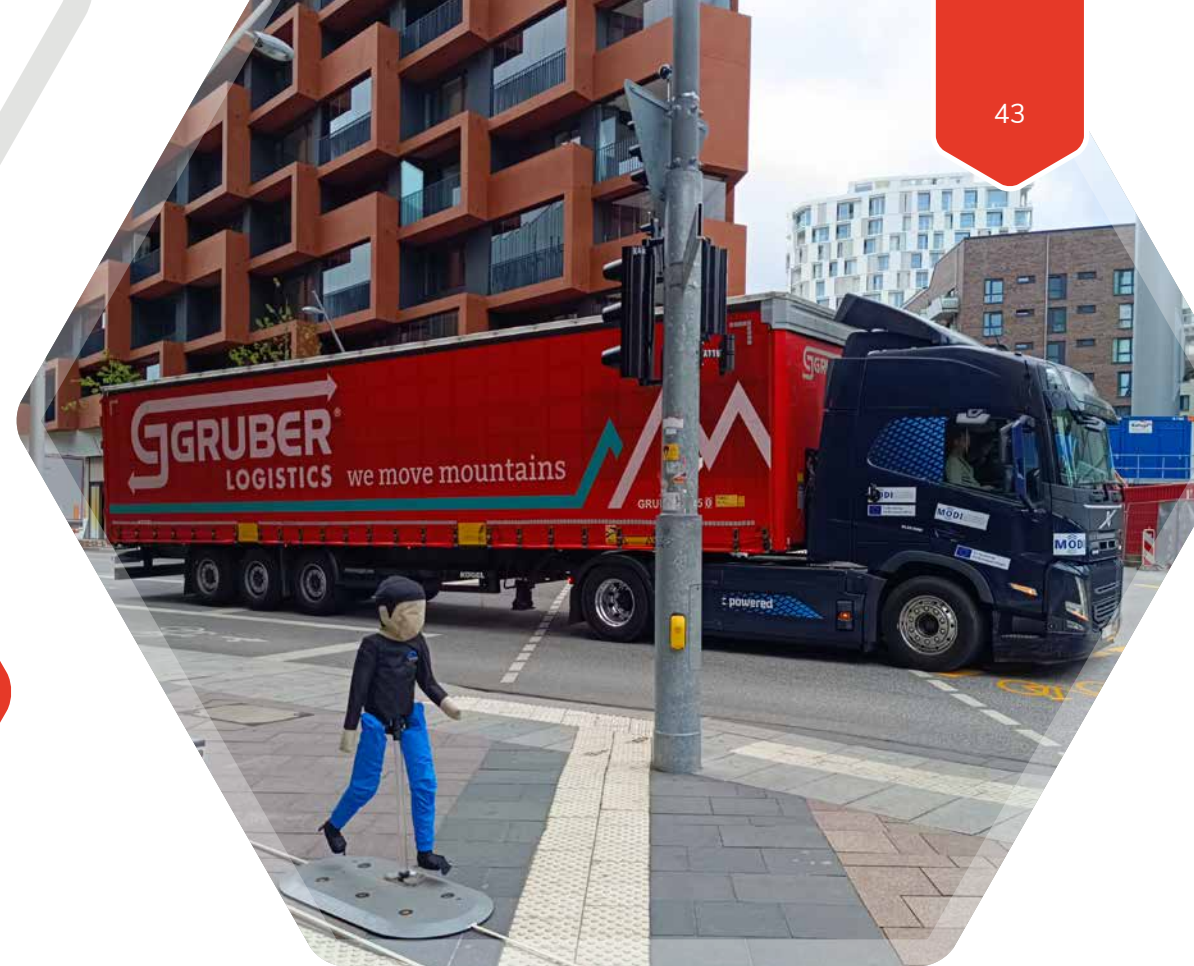
Technology is a key enabler in this transition. Digital tools, advanced information systems, and data-driven solutions improve supply chain visibility, allowing companies to better monitor operations, optimize resources, and enhance overall efficiency. At the same time, digitalization supports sustainability objectives by reducing inefficiencies throughout logistics processes. For example, the direct exchange of data between stakeholders can reduce the need for intermediaries, avoiding duplicated activities while saving time and resources.

The transition towards alternative technologies, zero-emission solu-

tions, and more sustainable business models requires long-term vision and careful planning. Building a foundation capable of supporting medium- and long-term

investments is essential, particularly in a context characterized by economic volatility and geopolitical uncertainty.





Despite the challenges, Gruber Logistics continues to invest in innovative solutions, including electric trucks, while supporting research and development projects focused on both innovation and sustainability. The company considers these investments a key factor in remaining competitive in the transport and logistics industry over the long term.

For this reason, significant financial resources have been allocated to purchasing electric vehicles and developing new operating models that improve their efficiency on the road. In 2025, Gruber Logistics further strengthened this approach by investing €407,000 in zero-emission trucks, in line with its roadmap for a more sustainable logistics sector.

This reflects the company's commitment to combining innovation with environmental responsibility. These initiatives have also been reinforced through strategic partnerships with suppliers and customers, supported by medium- and long-term agreements designed to ensure the economic and financial sustainability of these investments.

By making sustainability an integral part of its business strategy, Gruber Logistics contributes to a stronger and more forward-looking logistics sector while meeting stakeholder expectations and complying with regulatory requirements.

Sustainability strategy



Gruber Logistics has built its sustainability strategy around four key areas: environmental, social, governance, and procurement. Each of these pillars is supported by a dedicated strategy and a set of specific actions that are reviewed and monitored every year to measure progress. To ensure transparency and demonstrate its commitment, the company publishes an annual Sustainability Report, providing stakeholders with a clear overview of its ESG performance and ongoing initiatives.

The company's environmental efforts focus on three main priorities: expanding intermodal transport and encouraging modal shift, promoting research and the use of alternative fuels, and improving load optimization through horizontal co-operation. These activities are coordinated by the Public Affairs, Innovation, and Sustainability Department, which manages international research and innovation projects. Several of these initiatives have received funding from the European Commission, highlighting the company's ability to combine sustainability objectives with innovation.



As part of this approach, Gruber Logistics continues to increase the use of alternative fuels across its operations while strengthening the sustainability assessment of its suppliers. Building on the sustainable procurement strategy introduced in 2022 with biofuel suppliers, the company evaluated its transport providers according to sustainability-related criteria. The objective was to establish a benchmark that will support more informed supplier selection, taking sustainability performance into account alongside traditional business factors. This assessment will also provide a basis for identifying future partnerships with organizations that share the same commitment to environmental, social, and governance principles. Through these initiatives, Gruber Logistics seeks to extend its ESG strategy across the entire supply chain, generating positive impacts beyond its own operations.

In terms of social responsibility, Gruber Logistics places strong emphasis on employee well-being and work-life balance, adopting internationally recognized frameworks such as Great Place to Work and UNI PdR 125 to foster an inclusive and supportive workplace. The company also pays particular attention to the working conditions of its drivers by providing comprehensive training through the Fleet Department and ensuring full compliance with regulations on driving hours, rest periods, and road safety. These initiatives reflect Gruber Logistics' commitment to supporting its employees in their daily activities while protecting their health, safety, and overall well-being. Flexible working arrangements and parental leave policies further demonstrate the company's efforts to create a workplace that combines operational performance with em-

ployees' personal needs.

Corporate governance at Gruber Logistics is built on a solid ethical foundation, supported by a comprehensive Code of Ethics and Conduct that also applies to suppliers, promoting consistent environmental, social, and governance standards throughout the supply chain. The company considers effective governance a fundamental element for successfully implementing its ESG strategy.

In addition, the Corporate Sustainable Procurement Policy provides a structured approach to advancing sustainability across the supply chain. Gruber Logistics remains committed to achieving full supplier compliance with both the Company Code of Ethics and Conduct and the dedicated Supplier Code of Ethics, ensuring that business partners share the same commitment to environmental, social, and governance principles. Particular attention is given to sustainable fuel sourcing and intermodal transport solutions, reinforcing the company's leadership in sustainable logistics.



Eleonora Ghetti
Public Affairs, Innovation
and Sustainability

EU projects and Gruber Logistics' role

The European Union (EU) promotes innovation and addresses major societal and industrial challenges through competitive funding programmes. Under these initiatives, specific research and development priorities are identified, and financial support is awarded to the consortia that submit the most innovative, practical, and high-impact proposals.

Gruber Logistics has consistently secured EU funding thanks to its long-term strategic approach, strong focus on innovation, and well-established partnerships with international organizations.

The company participates in consortia that bring together research centres, universities, and private companies, enabling collaboration on complex challenges by combining complementary expertise and resources. Once a project is

approved, consortium members work together over several years to carry out research, develop new solutions, and test innovative approaches that contribute to the EU's sustainability and innovation objectives.

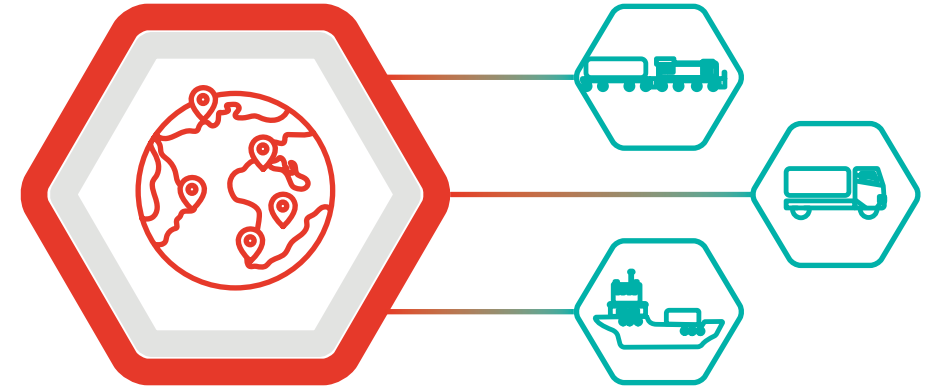
A consortium is a structured partnership in which different organizations combine their knowledge, skills, and capabilities to achieve shared goals.

Within EU-funded projects, this collaborative model is essential for tackling multidisciplinary challenges, with each partner contributing its specific expertise to ensure effective and meaningful project outcomes.





“ 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 a number of targets to support the transition towards more sustainable logistics. These include promoting zero-emission transport through the adoption of battery-electric and hydrogen-powered vehicles for both long-haul and urban operations. Another key objective is the development of modular and scalable vehicle solutions capable of meeting different operational needs while reducing environmental impact.

The company is also committed to advancing flexible and efficient charging infrastructure, including megawatt charging systems designed for heavy-duty vehicles. Improving last-mile delivery remains a priority, with the deployment of mission-specific, right-sized electric vehicles adapted to different logistics applications. In addition, Gruber Logistics actively contributes to environmental compliance by participating in research initiatives and pilot projects that anticipate future market developments and regulatory requirements.

In the area of Digitalization, Gruber Logistics is focused on integrating autonomous driving technologies to improve the efficiency and reliability of long-haul transport operations. The company also aims to strengthen last-mile connectivity in rural and remote areas through innovative ICT solutions and load consolidation tools.

Another important objective is the automation of intermodal logistics processes, reducing manual activities and allowing employees to concentrate on higher value-added tasks. To further optimize operations, Gruber Logistics is developing digital platforms that provide customized intermodal solutions, supporting better decision-making and improved customer service. The company also places strong emphasis on interoperability between IT systems to facilitate seamless communication with authorities and business partners. Cybersecurity remains a strategic priority, ensuring the resilience of logistics operations against both cyber and non-cyber risks. This commitment was further reinforced in 2025 with the achievement of ISO/IEC 27001 certification, confirming that the company has implemented an internationally recognized information security management system and strengthening its approach to data protection, operational continuity, and digital resilience.



Gruber Logistics invested €784,827.51 in research and innovation activities supporting EU-funded projects. The investment covered dedicated research personnel as well as digital platforms and technical tools used to develop innovative solutions for a more sustainable logistics sector.

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 2025, as part of the MODI project on automated heavy-duty transport, Gruber Logistics participated in large-scale live trials in Hamburg together with DAF Trucks, Volvo Trucks, New Mobility Solutions, BAST (Federal Highway Research Institute), and the Free and Hanseatic City of Hamburg.

The tests focused on validating key automated driving functions in real traffic conditions, including the safe merging of trucks into highway traffic and the reliable detection of vulnerable road users in urban environments. On the highway, Volvo's Cooperative Merging technology enabled vehicles to exchange real-time information with each other and with intelligent roadside infrastructure, supporting safe lane changes and navigation through construction zones. In the urban

environment, advanced detection systems identified pedestrians and cyclists up to 300 metres away and transmitted this information to approaching trucks, improving safety in critical blind-spot situations. The project also tested cooperative traffic light systems, allowing trucks to adapt their speed using time-to-green information while enabling traffic lights to dynamically respond to vehicle flows. These demonstrations represented another important milestone in understanding how automated driving and connected infrastructure can improve road safety, traffic efficiency, and environmental performance. Through its operational expertise, Gruber Logistics actively contributed to validating these technologies and supporting their future deployment in European freight transport.

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.

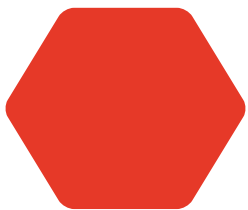
Name and topic	Life span	Project description	Our role
KEYSTONE Knowledgeable comprehensive and fully integrated smart solution for resilient, sustainable and optimized transport operations	2022-2026	The project aims to improve the sustainability, efficiency, and safety of the transport system by enabling 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-related interactions with external environment and finally testing new technologies and vehicles in the City of Hamburg and Port areas.
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.

Name and topic	Life span	Project description	Our role
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.

Name and topic	Life span	Project description	Our role
Shift2Zero Shifting to zero-emission logistics with right-sized, mission-focused, N1 eLCVs	2025-2028	The project seeks to address the current and future needs of five S2Z end-users in mobility and logistics, focusing on e-commerce, returns, and cold deliveries. It will translate these needs into technical requirements for vehicles, fleets, and infrastructure, using four methods to engage the S2Z triple-helix partnership. The initiative involves codeveloping zero-emission N1 vehicle concepts with dual transport capabilities, optimizing energy recuperation and emissions through tailored vehicle control strategies. Novel prototypes will be tested within two N1 platforms (IVECO eDaily and Alkè ATX) in real-world operations. The project aims to demonstrate scalability in five user fleets while ensuring alignment with the Physical Internet and facilitating market entry through stakeholder engagement and adaptive policy-making.	Gruber Logistics will test innovative vehicle concepts, including a multi-temperature cargo body designed to improve energy efficiency, thermal performance, and driver ergonomics. The project aims to develop a new urban logistics model based on a transshipment hub located near the city centre, where refrigerated e-commerce goods, such as wine and groceries, are transferred from electric heavy-duty vehicles to electric light commercial vehicles. A modular, swappable cargo system will also be tested to speed up loading and unloading operations. In cooperation with the City of Bologna, the pilot will evaluate geofenced N1 electric vehicles specifically designed for safe operation in restricted urban areas, while extending delivery time windows. The solutions developed are intended to be scalable and replicable in other Italian cities and across the countries where Gruber Logistics operates.
FLEXMCS Flexible Megawatt Charging Systems, open software architectures, and planning modules creating multicharger hubs for the European electric mobility system.	2025-2028	The FLEXMCS project aims to design and demonstrate an energy-efficient megawatt charging hub equipped with multipoint charging systems for both heavy-duty and light-duty electric vehicles. The objective is to provide logistics operators with reliable, strategically located, and cost-effective charging infrastructure that allows heavy-duty vehicles to recharge during the mandatory 45-minute driver break, supporting the wider adoption of electric freight transport across Europe. The project focuses on integrating renewable energy sources into the charging hubs to reduce pressure on the electricity grid while maximizing energy efficiency. It also includes the development of open software architectures and optimized hub layouts to improve operational flexibility and infrastructure utilization. The concept will be demonstrated and evaluated through a pilot charging hub in Karlsruhe, Germany, providing valuable insights into the technical, operational, and economic feasibility of large-scale megawatt charging infrastructure for future zero-emission logistics.	Gruber Logistics represents the logistics industry with the aim to contribute to the definition of the new logistics models for a competitive shift towards zero emission vehicles as well as Gruber Logistics will support the development of the necessary tools for fleet management and truck charging optimisation testing the end solution in real-life missions. Gruber Logistics will be responsible to run tests with battery electric trucks provided by IVECO and DAF, in real-life missions and will support the analysis of performances.

Name and topic	Life span	Project description	Our role
IKIGAI Physical Internet and the Key steps to Innovation-driven supply chain transformation towards Green, Affordable, scalable and collaborative Zero-Emissions Freight Transport solutions.	2025-2028	IKIGAI aims to accelerate the deployment of the Physical Internet by developing collaborative, affordable and scalable zero-emission freight transport solutions. The project advances five complementary Logistics Innovations from TRL 5 to TRL 8 while addressing technical, regulatory and market barriers. Through open standards, interoperable digital solutions and trusted data sharing, IKIGAI promotes more efficient and sustainable logistics networks. The project integrates advanced technologies, including AI, blockchain and IoT, to improve transparency, resource utilisation and collaboration across the supply chain. By validating the innovations in real operational environments, IKIGAI seeks to reduce greenhouse gas emissions, increase logistics efficiency and establish the foundations for a resilient and scalable Physical Internet ecosystem across Europe.	GRUBER Logistics is an industrial partner in the IKIGAI project, contributing its expertise in freight transport, logistics innovation, and sustainable mobility. The company leads activities focused on decarbonising freight transport by developing recommendations and guidelines that support the transition towards the Physical Internet and more sustainable logistics systems. In addition, GRUBER coordinates the development and validation of an innovative blockchain-based Book & Claim solution, designed to ensure transparent carbon emissions accounting using primary operational data. The company also contributes to the definition of business models and governance frameworks, impact assessment, dissemination activities, and the validation of the project's logistics innovations through real-world operational use cases, helping demonstrate their practical feasibility and scalability.





Data driven approach

Technology should make people's work easier, not more complicated.

At Gruber Logistics, we are investing in digital tools and AI to simplify daily activities, improve the quality of our services, and help our teams focus on the tasks where their experience and expertise make the greatest difference.

Günther Erb

Executive Director
Information Technology



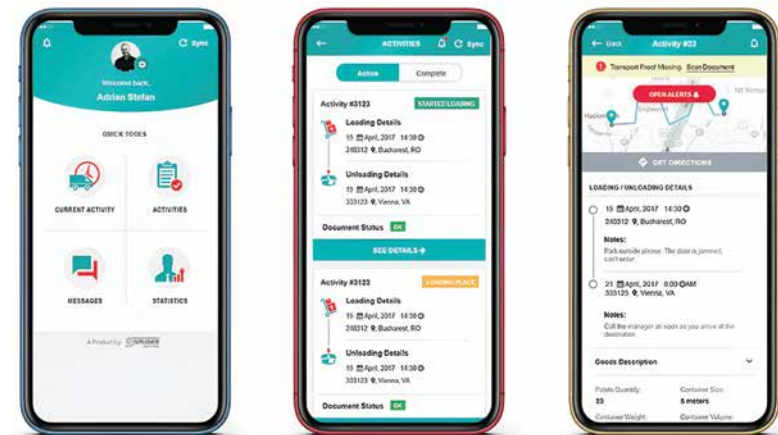
Data driven approach

At Gruber Logistics, digital transformation plays a central role in the company's strategy, **supporting continuous improvements across the value chain, customer experience, and operational efficiency**. Innovation and technology are key drivers of business development, enabling the company to respond effectively to evolving market needs. To optimize transport management and strengthen collaboration with customers and suppliers, Gruber Logistics has developed proprietary IT systems and customized digital solutions designed around specific operational requirements. These digital initiatives contribute to a more connected customer journey by improving

data availability, facilitating seamless information exchange across the value chain, and increasing process transparency. At the same time, they provide customers with more efficient and intuitive digital services. The company's Digital Innovation Team coordinates this transformation by leading the design and implementation of digital projects throughout the organization. Working closely with different business functions, the team aligns technological initiatives with corporate objectives, promotes cross-functional collaboration, manages project resources, and oversees implementation to ensure the effective adoption of innovative digital technologies.

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.

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.

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

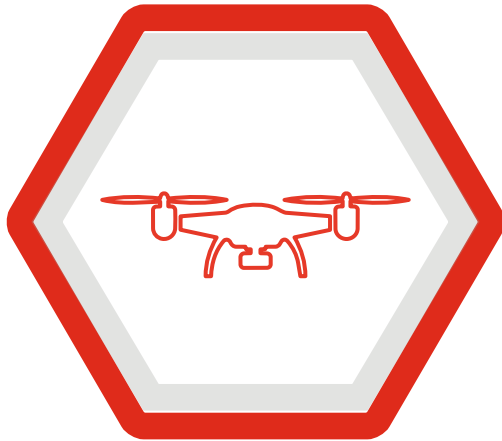
Transport Management System (TMS)

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.

Autonomus Drones



In 2025, Gruber Logistics introduced an innovative approach to warehouse inventory management at its Pavia branch by testing the use of autonomous drones in collaboration with HoverSpect. Traditionally a labor-intensive and time-consuming activity, the annual inventory process was completed while warehouse operations were suspended during the Christmas holiday period, allowing the drones to operate safely and efficiently without disrupting normal activities. Equipped with cameras and integrated lighting systems, four autonomous drones scanned and photographed more than 5,000 storage locations in less than 12 hours of flight time. The pilot project reduced inventory costs by over 15% compared with traditional methods, with further efficiency gains of up to 25% expected as the technology continues to be refined. Beyond improving productivity, the solution enhanced inventory accuracy by identifying both storage discrepancies and supplier labeling errors. It also significantly improved workplace safety by eliminating the need for operators to work at heights during stock checks. Building on the success of this first implementation, Gruber Logistics plans to further develop the technology with HoverSpect throughout 2026, with the objective of progressively extending drone-based inventory management to its logistics facilities.

Customer orientation

Our commitment to Health & Safety goes beyond compliance. We strive to create a workplace where every employee returns home safely each day through robust management systems, continuous training, proactive risk prevention, and a culture that places people at the center of our operations.

Mauro Sgarbossa

Senior Manager
Quality & HSE



Customer orientation

“Gruber Logistics places customer satisfaction at the core of its business strategy by building long-term relationships and delivering solutions tailored to the specific needs of each client. A strong customer-oriented culture, combined with expertise in transport and logistics innovation, enables the company to develop flexible and customized services that respond effectively to evolving market requirements. Close collaboration and continuous dialogue with customers allow Gruber Logistics to better understand their expectations, anticipate potential challenges, and adapt its services accordingly.

Service quality is regularly monitored through structured performance measurements and internationally recognized standards, including **ISO 9001:2015 and SQAS assessments**, ensuring consistent levels of quality and reliability. The company also promotes a modern and agile approach to process management, allowing its operations to remain aligned with customer needs while following industry best practices. Regular customer feedback plays an important role in driving continuous improve-

ment and strengthening long-term partnerships. Across all business units, dedicated improvement projects are developed based on market analysis, industry developments, and customer expectations.

These initiatives focus on enhancing service quality, increasing operational efficiency, and optimizing resource utilization. Collaboration between different departments and business units encourages the exchange of expertise and sup-

ports the development of innovative, customer-focused solutions capable of addressing increasingly complex logistics challenges.

During 2025, Gruber Logistics invested €89,700 in maintaining and improving its certified management systems, including ISO 14001, ISO 9001, ISO 27001 and ISO 45001, supporting environmental protection, quality, information security and occupational health and safety across the Group.”



Alina Andronic
Quality & HSE

Sustainable value chain

Gruber Logistics continues to strengthen its responsible procurement approach through its Supplier Code of Ethics, originally approved by the Board of Directors in 2022 and further updated in 2024 as part of a broader policy review.

The revised document aligns with the latest regulatory requirements and corporate policies, while supporting the supplier pre-qualification process. It establishes the principles that govern relationships with suppliers and service providers, promoting transparency, integrity, and responsible business conduct throughout the supply chain.

The Code requires suppliers to operate in accordance with internationally recognized standards, including those of the International Labour Organization (ILO), the Universal Declaration of Human Rights, and the principles of the UN Global Compact. Suppliers are expected to integrate environmental, social, and human rights considerations into their business activities by complying with environmental regulations, ensuring fair working conditions, and acting responsibly towards the communities in which they operate. Particular emphasis is placed on supply chain transparency, with suppliers being responsible for ensuring that their employees, contractors, and subcontractors comply with the same ethical standards.

They are also required to promptly notify Gruber Logistics of any significant issue that may conflict with the principles set out in the Supplier Code of Ethics. Through these requirements, the company aims to promote high standards of sustainability, ethical conduct, and social responsibility across its entire supply chain.



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

Gruber Logistics is committed to promoting responsible and sustainable practices throughout its supply chain by continuously strengthening the way suppliers are assessed and engaged on ESG topics. In previous years, the company carried out ESG assessments of selected suppliers to establish an initial understanding of their sustainability performance and identify key areas for improvement. Building on this experience, Gruber Logistics is currently developing an internal supplier assessment framework that will enable the company to manage ESG evaluations directly through self-assessment questionnaires, internally conducted audits, and structured monitoring activities. The objective is to establish a consistent and scalable approach that supports supplier engagement while promoting continuous improvement over time.

Supplier evaluation continues to begin with a pre-qualification process aimed at verifying technical and professional capabilities as well as compliance with applicable labour, environmental, and safety regulations. During this phase, suppliers are also required to acknowledge and adhere to the Gruber Logistics Supplier Code of Ethics. The new assessment framework will further strengthen this process by integrating ESG-related criteria into supplier evaluations and periodic reviews. Based on the information collected, suppliers will be classified according to their ESG performance and potential risk profile, allowing Gruber Logistics to prioritize collaboration with partners that demonstrate a strong commitment to responsible business practices. Where improvement opportunities are identified, the company will work with suppliers to encourage corrective actions and continuous progress, reinforcing the implementation of ESG principles across the entire 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

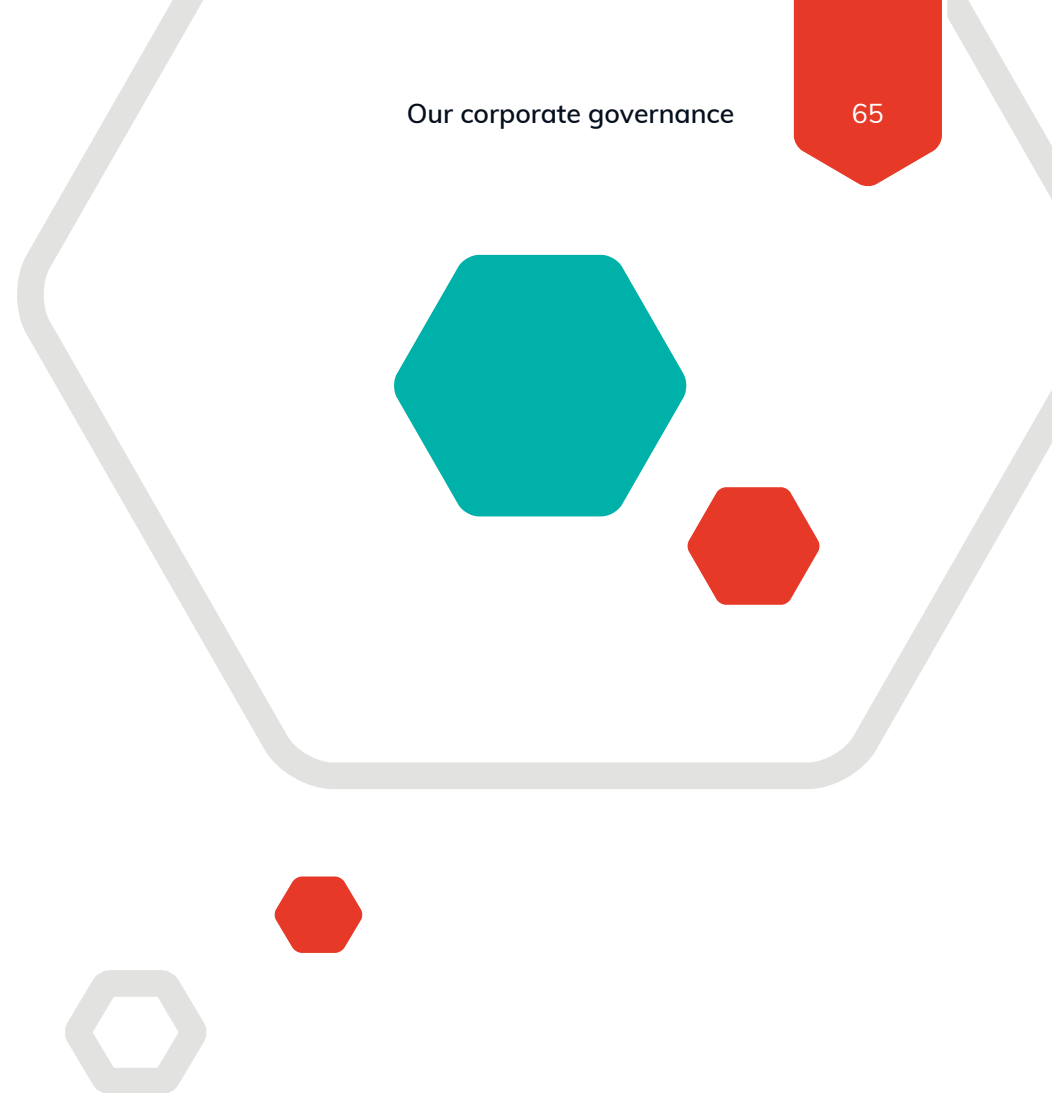
In Gruber Logistics S.p.A, Christian Gruber is the Chairman of the Board of Directors, while Martin Gruber holds the dual role of CEO and member of the Management Board. This position allows him to

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 2025, it consists of:

Martin Gruber

Marco Manfredini

Please note that this reflects the top management as the end of 2025. 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.

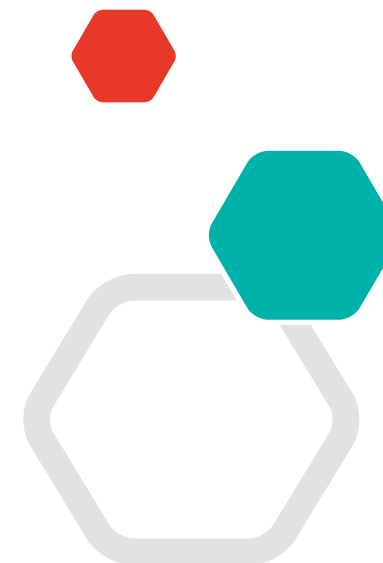
The Top Management (corporate figures at the first organizational level) is also responsible for **reviewing results, evaluating the effectiveness of sustainability initiatives, and making informed decisions** based on these findings to ensure that the organization's

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.



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.



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.

Our Remuneration policy

"In 2025, Gruber Logistics further strengthened its commitment to fair and responsible remuneration by introducing both a Pay Equity Policy and a Living Wage Policy, reinforcing the principles established under the UNI/PdR 125:2022 Gender Equality Management System. These policies formalize the company's commitment to ensuring equal pay for employees performing comparable roles with similar responsibilities, competencies, and seniority, regardless of gender or any other protected characteristic, while promoting transparency, merit-based remuneration, and equal opportunities for career development.

The remuneration framework combines fixed and variable compensation and is designed to support both business objectives and the company's broader sustainability strategy. Salary reviews are

carried out through a structured annual process involving Human Resources, Top Management, and business managers, ensuring remuneration decisions are based on objective and consistent criteria rather than individual requests. Annual payroll monitoring has also been introduced to identify and address any unjustified pay disparities, supported by dedicated reporting channels that allow employees to raise concerns confidentially.

Complementing this approach, the Living Wage Policy extends the company's commitment beyond legal minimum wage requirements by ensuring that employees across all countries in which Gruber Logistics operates receive remuneration aligned with or above locally defined living wage benchmarks. Living wage assessments are conducted periodically using

internationally recognized data sources and are integrated into the Group's social sustainability reporting. Where potential gaps are identified, corrective actions are implemented in collaboration with local management. The 2025 as-

essment confirmed that employee remuneration across the Group meets or exceeds the applicable living wage thresholds, supporting the company's commitment to decent work and responsible employment practices."



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.

A decorative graphic on the left side of the page. It features a large teal hexagon containing a line graph with an upward trend. To its right are two smaller hexagons, one teal and one red. Below the teal hexagon is a small grey hexagon. At the bottom is a large red hexagon containing a clipboard icon with a checkmark. A grey line starts from the left edge and curves around the bottom of the teal hexagon.

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.)

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

Strong governance starts with clear rules, a strong sense of ethics, and the confidence to speak up. Gruber Logistics is committed to preventing corruption and ensuring that concerns can be raised safely and transparently.

Debora Citriniti

Director
Legal Counsel



Our ethical and responsible business conduct

Gruber Logistics' Code of Ethics and Conduct defines the values, principles, and standards of behavior that apply to everyone involved in the company's activities, including employees, managers, directors, suppliers, customers, and other external partners. Its purpose is to ensure that all parties interacting with the company act consis-

tently with its ethical expectations, regardless of their position or type of relationship.

The Code is available in both printed and digital form and can be downloaded from the company's website. Compliance with the document is mandatory for all entities directly or indirectly controlled by Gruber Logistics S.p.A.

Any behavior that conflicts with its principles is considered unacceptable and may result in disciplinary measures or, where external parties are concerned, the termination of business relationships. Employees, suppliers, and business partners can report suspected misconduct through the dedicated whistleblowing section of the company website, either by submitting a written report or requesting a meeting. Reports may also be sent to the Supervisory Board or to designated contacts within the Human Resources or Legal departments.

Gruber Logistics invested €16,000 in strengthening its sustainability governance, covering also the external advisory services supporting the Supervisory Body (Organismo di Vigilanza).



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 conducts its business according to a set of core principles that guide relationships with employees, customers, suppliers, institutions, and all other stakeholders.

The company is committed to full compliance with applicable national and international legislation, ensuring that all business activities are carried out with integrity, fairness, and transparency. Respect for human rights and human dignity represents

a fundamental value, in line with internationally recognized principles, while particular attention is given to protecting employees' health, safety, and well-being through safe working practices, equal opportunities, and a workplace free from discrimination and harassment.

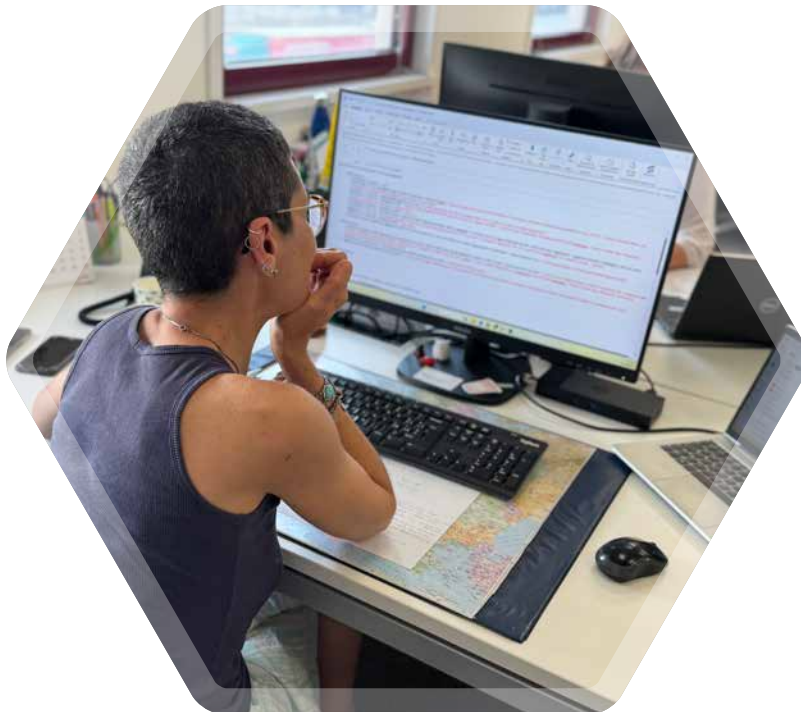
Environmental responsibility, data protection, and responsible business conduct are equally embedded in the company's operations, reflecting its

commitment to creating long-term value through sustainable and ethical business practices.

Gruber Logistics maintains a zero-tolerance approach towards all forms of corruption, bribery, fraud, and unethical conduct.

Business gifts and hospitality are permitted only when they represent ordinary professional courtesy and can never be used to improperly influence business decisions. To strengthen its governance framework, the company is implementing an Anti-Corruption Management System aligned with the principles of UNI ISO 37001:2016, integrating anti-corruption measures into its organizational processes and internal controls.

As part of this framework, anti-corruption awareness is included in employee onboarding activities through dedicated training on the Code of Ethics, whistleblowing procedures, and responsible business conduct. In addition, a Responsible for Corruption Prevention (RPC) has been appointed to oversee the implementation and continuous improvement of the anti-corruption management system, monitor compliance with internal requirements, and promote a culture of integrity throughout the organization. The company also applies due diligence processes to business partners and suppliers to strengthen risk management and reinforce ethical standards across the supply chain.



Industry regulation and compliance

Gruber Logistics operates in a regulatory environment that is becoming increasingly complex, with evolving legislation and growing compliance requirements representing significant challenges for the logistics sector.

While these developments may increase operational complexity and costs, the company considers them an opportunity to accelerate innovation and strengthen its commitment to sustainable logistics. Continuous changes in environmental regulations, including emissions standards, carbon pricing mechanisms, and taxation policies, can make long-term planning and investment decisions more difficult for both logistics providers and their customers. This uncertainty may slow the adoption of new technologies, particularly low- and zero-emission transport solutions, whose economic viability depends

on an evolving regulatory framework. At the same time, compliance with schemes such as the EU Emissions Trading System (EU ETS), carbon pricing mechanisms, and other environmental regulations has a direct impact on operating costs.

By continuously monitoring regulatory developments and integrating sustainability into its strategic planning, Gruber Logistics aims to remain resilient while supporting the transition towards a more sustainable transport sector.



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:



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.



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.



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.

The transition towards low-emission transport requires substantial investments in alternative technologies, innovative solutions, and new operating models, particularly in a context marked by economic uncertainty and rapidly evolving market conditions.

Gruber Logistics recognizes that these investments demand a long-term strategic vision and a willingness to support innovation despite the challenges associated with technological and regulatory change.

The company considers this approach essential to maintaining its competitiveness and contributing to the transformation of the logistics sector. In line with this commitment, Gruber Logistics continues to invest in pioneering technologies, including the expansion of its electric truck fleet, while developing operational models that maximize the efficiency and practical deployment of these vehicles.

By combining technological innovation with sustainable business practices, the company is strengthening its position as a forward-looking logistics operator and supporting the transition towards a more sustainable and resilient transport industry.



Cybersecurity and data management

We have evolved beyond compliance to embed cybersecurity into our foundations, consolidating threat detection, identity security, and infrastructure continuity. We see cybersecurity not as a fixed objective, but as a daily discipline while investing in both technology and our people's awareness, our first line of defense. This is what makes us trusted and reliable: building cyber resilience for the future. We will keep moving mountains securely, together.

Alessio Pronjari

Teamleader
IT Operations & Security



Cybersecurity and data management

Gruber Logistics considers information security and the protection of both corporate and third-party data to be fundamental elements of its business continuity and operational reliability. As digitalization continues to transform the logistics sector, cybersecurity has become an increasingly strategic priority, requiring continuous investment in prevention, monitoring, and risk management. The company is particularly focused on mitigating two main categories of cyber risk. The first relates to attacks targeting information systems, which could disrupt critical business activities such as transport planning, customer and supplier communications, invoicing, and payment processes. The second concerns cyber-enabled fraud within the supply chain, where malicious actors exploit digital communications to impersonate legitimate logistics operators and unlawfully intercept goods during transport. Such incidents could have significant operational, financial, and reputational consequences, affecting both the company and its business partners.

To address these challenges, Gruber Logistics

has adopted a proactive approach based on robust governance, employee awareness, and continuous improvement of its information security management practices. In 2025, the company further strengthened this commitment by achieving ISO/IEC 27001 certification, confirming that its Information Security Management System meets internationally recognized standards for the protection of information assets, risk management, and business resilience. This milestone reinforces Gruber Logistics' ability to safeguard sensitive information, ensure operational continuity, and maintain the trust of customers, suppliers, and other stakeholders in an increasingly digital logistics environment.



To further strengthen its cybersecurity framework, Gruber Logistics has developed Corporate IT Security Guidelines aimed at protecting the company's information systems, digital assets, and sensitive data from unauthorized access, misuse, and evolving cyber threats. The guidelines are aligned with internationally recognized best practices, including the NIST Cybersecurity Framework, and provide a structured approach to identifying, managing, and mitigating cybersecurity risks across the organization. Responsibility for defining security standards and overseeing their implementation lies with the IT Operations & Security Department, under the supervision of the IT Executive Director.

The company's cybersecurity framework covers

the entire security lifecycle, from governance and risk assessment to the implementation of preventive controls, continuous monitoring, incident response, and recovery. Regular vulnerability assessments, security monitoring activities, and the continuous review of internal procedures help identify emerging threats and strengthen the resilience of the company's IT infrastructure. This integrated approach ensures that cybersecurity is embedded into day-to-day operations while supporting business continuity and the protection of critical information assets.

In 2025, Gruber Logistics invested €289,400 to further enhance its information security and business continuity capabilities. The investment programme

focused on strengthening the company's cybersecurity infrastructure, improving data protection and network security, enhancing business continuity and disaster recovery capabilities, upgrading digital tools and technology platforms, and continuously updating internal policies and procedures. In parallel, the company reinforced its internal expertise by investing in dedicated IT resources and employee awareness initiatives, ensuring that both technological and organisational measures evolve in line with the increasing complexity of cyber threats.

Ioan Andries
Information Technology



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.

ISO27001

In 2025, Gruber Logistics achieved ISO/IEC 27001:2022 certification, marking a significant milestone in the continuous development of its Information Security Management System (ISMS). The certification, covering the sites of Ora, Paderborn, and Gotha, confirms that the company has implemented a structured management system to identify, assess, and mitigate information security risks while ensuring the confidentiality, integrity, and availability of data across its operations. The certified scope includes the management of the company's technological infrastructure and IT services supporting logistics consulting, transport, warehousing, and related activities.

The certification reflects a cross-functional effort involving IT, Human Resources, Legal, and the operational teams at the certified locations. Beyond meeting the requirements of the standard, Gruber Logistics has embedded information security into its governance framework through documented policies, risk assessment processes, supplier management, incident response procedures, business continuity planning, and continuous monitoring of information security risks.

Recognising that information security is also a matter of people and culture, the company launched a dedicated Information Security Awareness training programme during 2025. The course became mandatory for all employees within the certification scope and has been integrated into the onboarding process for new hires, with the objective of extending mandatory training across the entire Group from 2026. The programme strengthens employees' understanding of cyber risks, promotes secure behaviours in daily activities, and reinforces individual responsibility for protecting company and customer information. This approach is fully aligned with the ISMS, which requires ongoing awareness, education, and training for all personnel involved in information processing activities.

The achievement of ISO/IEC 27001 certification further reinforces Gruber Logistics' commitment to resilient digital operations, regulatory compliance, and the protection of stakeholders' information, supporting the company's broader strategy for sustainable and responsible business growth.

Our action for people



Our action for people

At Gruber Logistics, people are the foundation of our long-term success. We believe that creating a safe, inclusive, and engaging workplace is essential to attracting, developing, and retaining talent. For this reason, we invest in initiatives that support employees' professional growth, continuous learning, health and safety, and work-life balance, while fostering a culture based on respect, collaboration, and equal opportunities.

By maintaining an open dialogue with our people, we seek to understand their needs and expectations, ensuring that our policies and initiatives contribute to a positive and empowering working environment.

In 2025, Gruber Logistics further strengthened its commitment to diversity, equity, and inclusion by

achieving the UNI/PdR 125:2022 certification for Gender Equality. This certification recognises the company's structured approach to promoting equal opportunities throughout the employee lifecycle,

from recruitment and career development to remuneration, work-life balance, and leadership. It also confirms the adoption of measurable objectives, monitoring processes, and governance mecha-

nisms designed to foster an increasingly fair, inclusive, and merit-based workplace, reinforcing Gruber Logistics' commitment to creating lasting value for its people and stakeholders.



Our human capital

The future of logistics will not be defined only by technology and infrastructure, but by the ability to attract, develop and engage talented people. Creating a workplace where individuals can grow, collaborate and make an impact is one of the most important investments in our sustainable future.

Verena von Dellemann

Executive Director
Human Resources

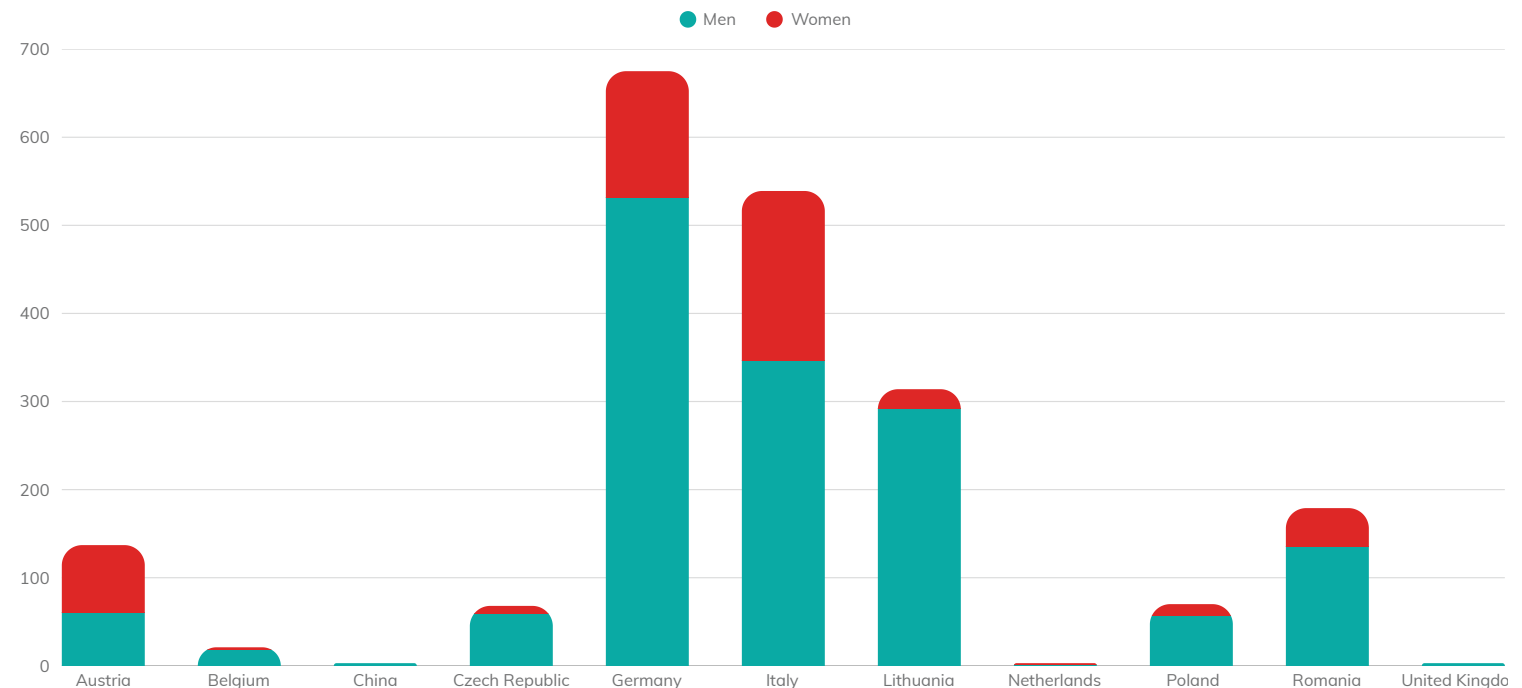


Our human capital

The well-being of our people remains a key priority for Gruber Logistics. We are committed to providing a working environment where employees are treated fairly, can perform their activities safely, and are protected from all forms of discrimination, harassment, and unfair treatment. To safeguard our workforce, we continuously strengthen our health and safety practices, with the objective of preventing workplace accidents, occupational illnesses, and other work-related risks. At the same time, we promote a positive employee experience by investing in professional development, offering fair remuneration, and supporting transparent career progression opportunities. We believe that an inclusive workplace, where diversity is valued and every individual is respected, is essential to building a resilient and successful organisation.

In 2025, Gruber Logistics employed 2012 people, including 47 members of top management (considered as managers at the second and third organisational levels).

Employees by gender and country



The graph reports only branches with direct employees from Gruber Logistics.

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
Austria	60	77	137	67	65	5	137
Belgium	19	2	21	2	6	13	21
China	3	0	3	0	3	0	3
Czech Republic	59	9	68	2	33	33	68
Germany	532	143	675	119	307	249	675
Italy	347	192	539	97	309	133	539
Lithuania	292	22	314	31	219	64	314
Netherlands	1	2	3	1	2	0	3
Poland	57	13	70	17	42	11	70
Romania	135	44	179	32	115	32	179
United Kingdom	3	0	3	2	1	0	3

The table reports only branches with direct employees from Gruber Logistics.



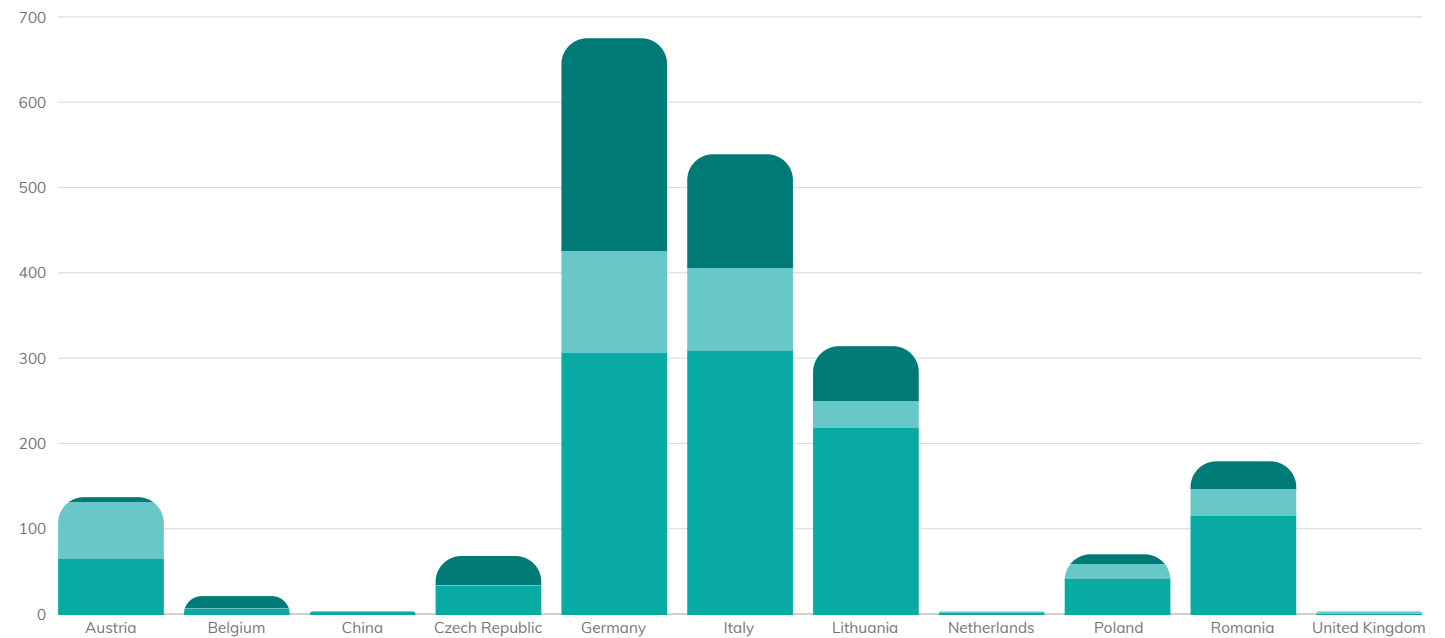
Men: 75%

Women: 25%



Number of employees by age group and Country

Employees 30-50 years old Employees under 30 years old Employees over 50 years old



The graph reports only branches with direct employees from Gruber Logistics.

Employee distribution in Top Management by gender

	Men	Women	Total
Top management (managers of second and third organizational level)	43	4	47

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	35	1473	0	0	1508
Women	0	12	492	0	0	504
Total	0	47	1965	0	0	2012

Employee engagement is a key element of Gruber Logistics' people strategy and is supported by structured processes designed to understand employees' needs, encourage dialogue, and foster continuous development. One of the company's main engagement tools is the annual performance appraisal process, during which employees meet individually with their managers to discuss performance, career aspirations, development opportunities, and any challenges encountered throughout the year. Guided by standardized procedures available through the Corporate Intranet, these evaluations promote consistency across the organisation while enabling tailored development plans and targeted support for both individuals and teams.

In 2025, Gruber Logistics invested €391,872 in initiatives supporting employee health, safety, and well-being. These investments included welfare programmes, healthcare assistance, and health and safety training initiatives aimed at strengthening employee protection, promoting prevention, and enhancing awareness of safe working practices. Through these actions, the company continues to foster a working environment that prioritises people's well-being while supporting their professional development and long-term engagement.

Gruber Logistics is committed to maintaining an open and constructive dialogue with its employees through a structured engagement approach that combines formal feedback processes with continuous communication.

Employee feedback is regularly collected to better understand expectations and experiences relating to key aspects of working life, including work-life balance, inclusion,

professional development, and overall well-being.

The insights gathered are used to assess the effectiveness of existing initiatives, identify opportunities for improvement, and ensure that people policies continue to evolve in line with the changing needs of the workforce. Oversight of employee engagement activities is entrusted to the Human Resources Director, who is responsible for promoting a

transparent, inclusive, and participatory working environment.

This commitment to fairness and inclusion extends throughout the recruitment and selection process. Gruber Logistics has established structured hiring procedures requiring candidates to provide information on their professional background, qualifications, and, where applicable, criminal record status.

Recruitment combines objective assessment tools, including personality and cognitive evaluations, with a dual-review process involving both the hiring manager and the Human Resources department to ensure impartiality and reduce

the risk of bias.

When external recruitment agencies are involved, they are required to present gender-balanced candidate shortlists. In addition, the company actively promotes diversity by considering candidates with different educational and professional backgrounds and by ensuring that job advertisements use inclusive language and objective selection criteria.

This approach supports a merit-based recruitment and career development system, where employment and advancement decisions are based on skills, performance, and potential.



Gruber Logistics regularly reviews its recruitment policy to ensure it remains aligned with evolving labour market trends, organisational priorities, and employee feedback.

The policy is communicated throughout the organisation through dedicated training sessions, internal presentations, and digital communication

channels, enabling all employees to understand the principles that guide recruitment and selection processes.

Training activities encourage active participation by providing opportunities for discussion, questions, and clarification, helping to reinforce a shared culture of fairness and equal opportunity.

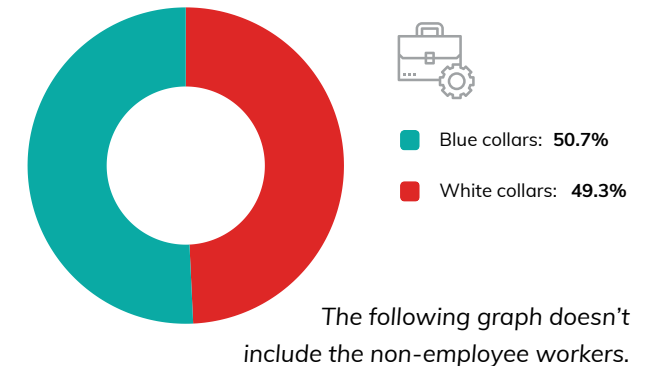
The company continuously monitors workforce indicators to assess the effectiveness of its people management practices. In 2025, the employee turnover rate was 17%, providing an important measure of workforce dynamics and supporting the identification of actions aimed at improving employee engagement, satisfaction, and retention. Alongside career development opportunities and fair remuneration practices, Gruber Logistics is committed to promoting equitable working conditions. Through its Living Wage Policy, the company regularly assesses remuneration against recognised living wage benchmarks in the countries where it operates, ensuring that employees receive compensation that meets or exceeds these thresholds.

This commitment to responsible employment practices also extends to the supply chain, where the company promotes fair labour standards and responsible business conduct among its business partners.



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	991
Blue Collars	1021
Non-employee workers	8
Total number of employees	2012



Gruber Logistics is committed to identifying, preventing, and addressing potential and actual adverse impacts affecting its workforce, in line with internationally recognised human rights and labour standards. The company adopts a proactive approach to protecting employees' health, safety, well-being, and fundamental rights by regularly assessing workplace risks and monitoring labour practices across its operations. This commitment is supported by continuous dialogue with employees, encouraging open communication and constructive feedback to improve working conditions and strengthen organisational culture.

The company's approach is based on the early

identification and assessment of potential risks through internal evaluations, employee feedback, and monitoring activities. Where issues relating to health and safety, equal treatment, or other workplace matters are identified, appropriate actions are implemented to address them promptly and effectively. Particular attention is given to concerns involving discrimination, harassment, or unfair treatment, which are managed through confidential procedures that ensure impartial investigation and appropriate follow-up.

To reinforce a culture of transparency and accountability, Gruber Logistics provides employees with dedicated channels to report concerns or

suspected misconduct, including a whistleblowing system that guarantees confidentiality and protection against retaliation. In addition, a structured grievance and escalation process enables workplace issues to be addressed consistently, involving the relevant functions and senior management whenever necessary to ensure fair, timely, and appropriate resolution.

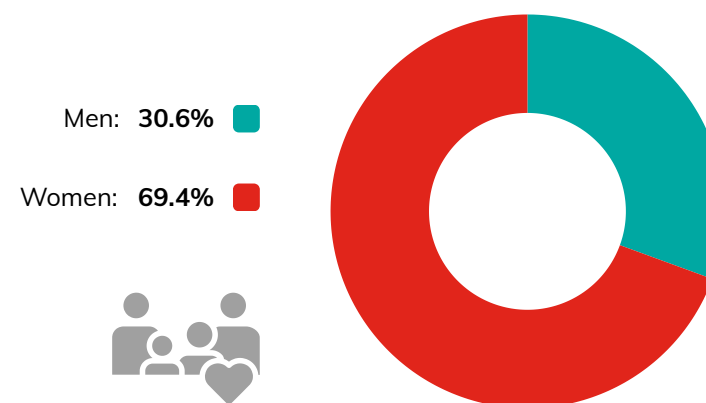
Our People's rights

At Gruber Logistics, respect for human rights and the well-being of our people are fundamental principles that guide the way we operate. We are committed to fostering an inclusive and respectful workplace where employees are treated fairly, can freely express their views, and are able to balance their professional and personal responsibilities. The company fully respects freedom of association and the right to collective bargaining, recognising open dialogue with employees and their representatives as an essential element of a transparent and responsible working environment.

To support these commitments, Gruber Logistics has implemented a range of policies and practices aimed at promoting equal opportunities, work-life balance, and employee well-being throughout the employment lifecycle. In 2025, the company introduced a more detailed Work-Life Balance and Parental Protection Policy, reinforcing its commitment to supporting employees before, during, and after parental leave through structured return-to-work initiatives, dedicated HR support, targeted training where needed, and voluntary engagement during periods of leave. The policy also promotes flexible working arrangements, including smart working where compatible with business needs, reversible part-time arrangements, flexible working hours, and a time bank system that enables employees to better balance operational requirements with personal commitments. In addition, welfare initiatives provide practical support to employees and their families through services aimed at childcare, education, and family care, contributing to a more inclusive and supportive working environment.

These measures are complemented by internal guidelines governing working time, flexible schedules, and the management of working hours, ensuring trans-

	Employees that took family-related leaves
Men	84
Women	37
TOTAL	121



parency, consistency, and equal access to flexibility across the organisation while supporting employees in balancing operational needs with their personal lives.



Smartworking

To support work-life balance while ensuring business continuity and operational efficiency, Gruber Logistics offers smart working arrangements where compatible with business and operational requirements. Remote working is regulated through individual agreements and specific departmental rules and is subject to managerial approval, ensuring that flexibility is applied consistently while meeting organisational needs. Employees working remotely are required to comply with the company's Code of Ethics and all applicable policies relating to information security, health and safety, and data protection, maintaining the same standards of professionalism and accountability as when working on site. The company provides clear guidance on the appropriate use of company equipment and digital tools, as well as on

carrying out work safely and securely outside the office environment, supported by periodic health and safety training. Employees are also guaranteed the right to disconnect outside their contractual working hours, reinforcing the company's commitment to protecting well-being and promoting a healthy work-life balance. Requests for smart working are managed through the company's HR system and, where operationally feasible, priority is given to employees with specific social or family needs, including parents of young children, employees with disabilities, and caregivers. Smart working forms part of a broader work-life balance framework that also includes flexible working hours, a time bank system, and other measures designed to help employees better balance their professional and personal responsibilities.

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

promoting social
dialogue

maintaining robust
labor standards

ensuring ethical
conduct

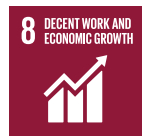
The Company aims to uphold **international labor principles** by ensuring fair wages, safe working conditions, and the freedom of association, fostering an environment where employees can work with dignity and security. **Social dialogue** is a central objective, with Gruber Logistics actively promoting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



Through these commitments, Gruber Logistics seeks to create a working environment founded on respect, inclusion, and responsible business conduct, contributing to the well-being of its people while supporting the sustainable development of the organisation.

The Human Resources Department is responsible for coordinating the implementation and monitoring of the company's people-related policies, working closely with management and the relevant internal functions to ensure their effective ap-

plication across the organisation. This governance framework promotes transparency, accountability, and continuous improvement in the management of human rights, labour practices, and employee well-being.

To ensure these policies remain effective and aligned with evolving legal requirements, recognised standards, and organisational priorities, Gruber Logistics regularly reviews and updates its practices. The principles set out in these policies apply not only to employees but also, where rele-

vant, to contractors, suppliers, and other business partners, reinforcing the company's expectation that everyone operating within its value chain upholds the same ethical and social standards.

Awareness of these commitments is supported through internal communication, training activities, company documentation, and digital platforms, ensuring that employees and stakeholders understand the company's expectations and can actively contribute to fostering a responsible, transparent, and inclusive workplace.



Our commitment to diversity and inclusion

Diversity and equal opportunities are not goals to achieve once, but commitments we demonstrate every day. Building an inclusive workplace means ensuring that every person feels respected, valued and empowered to contribute their unique perspective. This is how we create stronger teams and a stronger company.

Petra Bertagnoll

Manager
Human Resources



Our commitment to diversity and inclusion

Diversity, equity, and inclusion are integral to Gruber Logistics' corporate culture and people strategy. The company is committed to creating a workplace where every individual is treated with fairness, respect, and dignity, embedding these principles across the entire employee lifecycle. This commitment is aligned with internationally recognised frameworks, including the UN Sustainable Development Goals (SDGs) and the UN Global Compact, and is reflected in policies and practices designed to promote equal opportunities, prevent discrimination, and protect human rights.

In 2025, Gruber Logistics further strengthened its governance in this area by achieving the UNI/PdR 125:2022 certification for Gender Equality, confirming the effectiveness of its management system and its commitment to measurable objectives relating to equal opportunities, career development, remuneration,

work-life balance, and inclusive leadership. During the year, the company also introduced a number of dedicated policies supporting gender equality, parental protection, work-life balance, equal pay, and living wages, reinforcing a comprehensive framework aimed at fostering an equitable and inclusive working environment.

The Steering Committee for Equal Opportunities continues to oversee the implementation and monitoring of initiatives promoting diversity, equity, and inclusion, supporting the removal of barriers to equal opportunities in recruitment, professional development, and career progression. In addition, Gruber Logistics strengthened its reporting framework by introducing a dedicated discrimination and harassment reporting channel, separate from the whistleblowing system, to provide employees with a confidential and accessible mechanism for raising concerns. Information about the channel is made available through the company's public website, the corporate intranet, and dedicated communication materials displayed across all company locations, ensuring that employees are aware of the support available.

Further reinforcing its commitment to an inclusive workplace, Gruber Logistics signed the Diversity Charter, joining a broader network of organisations committed to promoting diversity, equal opportunities, and inclusion in the workplace. Together with dedicated awareness initiatives and employee training, these actions contribute to building a corporate culture based on respect, accountability, and equal opportunities for all. The effectiveness of the company's diversity and inclusion strategy is monitored through a set of dedicated performance indicators, which support the continuous evaluation of progress and the definition of future improvement actions.



**Felix Glaszis &
Cecilia Bussola**
Public Affairs, Innovation
& Sustainability
Marketing

	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% accessibility by 2050, with intermediate targets of $\geq 30\%$ by 2030 and 50% by 2035	Data collection ongoing
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	Provide yearly training for HR employees; extend and periodically update D&I training for all managers	Training delivered in parts of the organization; ongoing process to extend to the whole Group and further develop content
Metric 7	Define countermeasures to decrease eventual gender pay gap	Systematically define annual countermeasures based on gender pay gap analysis to monitor and close gender pay gaps	Implemented and Certified. Entry salaries by grade and gender have been traced since 2024. Gruber Logistics successfully obtained the UNI/PdR 125 gender equality certification in 2025
Metric 8	Implement training for all employees to raise awareness of gender equality	Training implemented and monitored	Implemented from 2024 to 2026 for the whole Group in alignment with the UNI/PdR 125 certification
Metric 9	Perform a benchmarking survey on diversity and inclusion	Repeat the benchmarking survey bi-annually and analyze results to define improvement actions	Conducted every 2 years from 2024. 100% of employees are given the opportunity to respond to it

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.

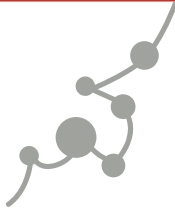
Gruber Logistics' Diversity and Inclusion Policy has been introduced to further develop this commitment. This policy is built on **four corporate values** that shape the company's approach to creating an inclusive, respectful, and empowering workplace. These values are fundamental to the policy, guiding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

Workplace Fairness Survey at Gruber Logistics

At Gruber Logistics, fostering a diverse, equitable, and inclusive workplace is a fundamental part of our people strategy and corporate culture. To better understand employees' experiences and continuously improve our initiatives, the company has introduced a biennial Workplace Fairness Survey, providing employees with the opportunity to anonymously share their views on inclusion, respect, equal opportunities, and sense of belonging across the organisation. The survey serves as a valuable tool for assessing employees' perceptions and identifying areas where further action may be needed. The insights collected help Gruber Logistics evaluate the effectiveness of its diversity and inclusion initiatives, monitor progress over time, and define targeted actions that respond to the evolving needs of its workforce.

The survey provides an important benchmark for measuring the company's inclusive culture and supports evidence-based decision-making in this area. Following its first edition in 2024, the next survey will be conducted in 2026, allowing Gruber Logistics to assess progress against previous results and further strengthen its commitment to building an increasingly inclusive, respectful, and equitable 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.

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.

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.

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.

Gruber Logistics is committed to fostering a workplace where diversity is recognised as a source of innovation, collaboration, and long-term value. The company promotes an inclusive culture in which every individual is treated with dignity and respect, regardless of gender, age, nationality, ethnicity, religion, disability, sexual orientation, or any other personal characteristic. Through its Diversity, Equity and Inclusion framework, Gruber Logistics seeks to ensure equal opportunities throughout the employee lifecycle, from recruitment and career development to remuneration and professional growth.

The company operates in a highly international environment and actively promotes multicultural collaboration by encouraging inclusive communication and reducing language barriers across its workforce. Respect for different cultural backgrounds, religious beliefs, and individual needs is embedded in daily operations, while reasonable accommodations are provided, where appropriate, to support employees with disabilities and enable them to fully participate in working life.

Gruber Logistics also values intergenerational collaboration, recognising the importance of combining different experiences and perspectives to foster knowledge sharing, innovation, and continuous learning.

Gender equality remains a key priority. Following the achievement of UNI/PdR 125:2022 certification and the adoption of dedicated policies on equal pay, work-life balance, and parental protection, the company continues to monitor remuneration indicators to promote fairness and transparency. In 2025, the average gross annual earnings amounted to €33,525.76 for men and €33,316.36 for women, while the ratio between the highest individual remuneration and the median employee remuneration was 14. These indicators support the company's ongoing monitoring of pay equity and reinforce its commitment to fair and objective remuneration practices.

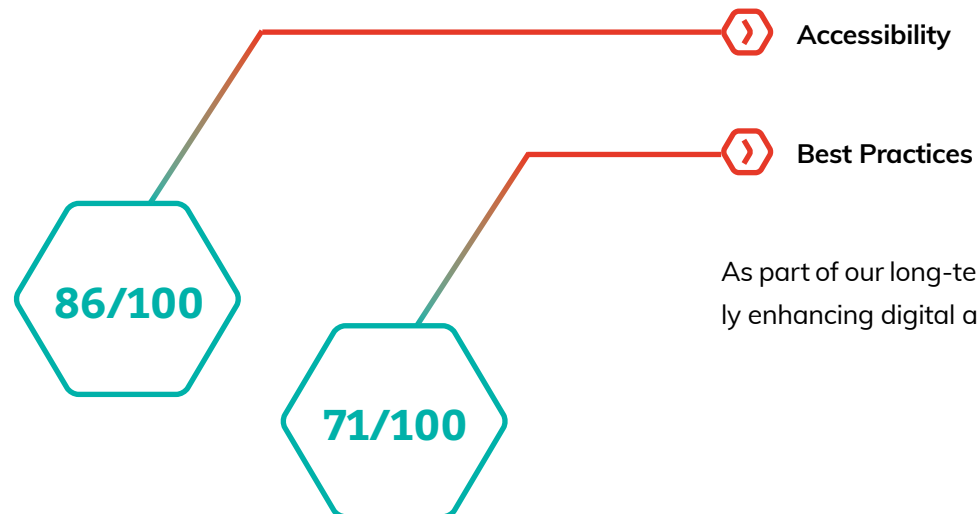


Diversity and inclusion principles are embedded throughout the recruitment and selection process, ensuring that hiring decisions are based on merit, skills, qualifications, and potential. Through structured recruitment procedures, objective assessment methods, and inclusive hiring practices, Gruber Logistics continues to build a diverse workforce where every individual has equal opportunities to contribute, develop, and succeed.

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 were evaluated with the following results:



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

Achieving UNI/PdR 125:2022 Gender Equality Certification

In 2025, Gruber Logistics achieved UNI/PdR 125:2022 Gender Equality Certification, marking an important milestone in the company's commitment to fostering an inclusive, equitable, and respectful workplace. The certification recognises the implementation of a structured Gender Equality Management System that promotes

equal opportunities and embeds diversity, equity, and inclusion into business processes and decision-making.

The certification covers all Gruber Logistics operations in Italy and is based on six key pillars: culture and strategy, governance, human resources processes, women's career development and inclusion, gender pay equity, and work-life balance. Rather than representing a standalone initiative, it formalises a governance framework that integrates gender equality into the company's people strategy through measurable objectives, performance indicators, and continuous monitoring.

As part of this journey, Gruber Logistics established an Equal Opportunities Steering Committee responsible for overseeing the implementation of the Gender Equality Management System and monitoring progress against the Strategic Gender Equality Plan. The company also introduced a comprehensive set of policies supporting equal pay, work-life balance, parental protection, fair recruitment, and inclusive career development, reinforcing its commitment to creating equal opportunities throughout the employee lifecycle. To further strengthen its culture of respect and

accountability, Gruber Logistics implemented a dedicated reporting channel for harassment and discrimination, separate from the whistleblowing system, allowing employees to confidentially report behaviours such as harassment, discrimination, mobbing, pay inequalities, sexist language, or other forms of inappropriate conduct. This framework is complemented by mandatory training programmes on harassment prevention, discrimination awareness, and gender equality, delivered during onboarding, through annual refresher sessions for all employees, and dedicated leadership training for managers.

An investment of €26,650 supported the implementation and maintenance of the UNI/PdR 125:2022 Gender Equality Management System. The achievement of UNI/PdR 125:2022 represents an important step in Gruber Logistics' long-term Diversity, Equity and Inclusion strategy. The company will continue to implement and monitor its Strategic Gender Equality Plan while progressively extending these standards and best practices across the wider Group, reinforcing its commitment to providing a safe, fair, and inclusive working environment for everyone.

Jessica Hasani
Human Resources



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	5.45	5.28
White collars (executives excluded)	13.22	14.95
Blue collars drivers	8.83	
Blue collars (drivers excluded)	12.06	14.85



Gruber Logistics believes that investing in people is essential to the company's long-term success. Its approach to learning and development focuses on helping employees build the skills they need to grow professionally, work safely, and respond to the changing demands of the business. Training opportunities are available across the organisation, ensuring that both office staff and drivers can continuously develop their knowledge and competencies. In 2025, Gruber Logistics invested €25,215 in employee development through technical, language and leadership training. The investment included onboarding and professional courses, Business English and German language programmes, access to digital learning platforms, and dedicated leadership development initiatives for managers. To support its Diversity, Equity & Inclusion strategy, Gruber Logistics invested also in specialised training related to the implementation of the UNI/PdR 125:2022 Gender Equality Management System and awareness activities on the prevention of sexual harassment.

Training covers a wide range of topics, including health and safety, leadership, language skills, and technical expertise. Drivers also benefit from the Gruber Academy, a dedicated programme designed to strengthen their professional skills

and support high operational standards.

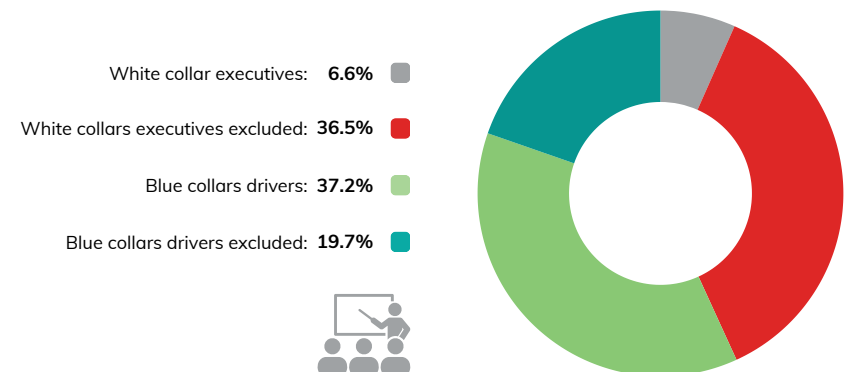
As part of the onboarding process, all new employees receive training on the Code of Ethics, helping them understand the company's values and the standards of conduct expected from the start of their employment.

Employee development is supported through

regular performance and career development reviews, which provide an opportunity to discuss achievements, identify development needs, and define future growth opportunities.

This process helps employees build their careers while ensuring that individual development remains aligned with the company's objectives.

Numbe of employees involved in trainings	Men	Women	TOTAL
White collars executives	72	35	107
White collars (executives excluded)	300	289	589
Blue collars drivers			599
Blue collars (drivers excluded)	191	127	317



Building skills for the future

In 2025, Gruber Logistics significantly expanded its corporate learning programme, introducing a wider range of training initiatives designed to strengthen both technical expertise and the skills needed to support a responsible and sustainable workplace.

Alongside role-specific and operational training, the company launched new learning modules covering key ESG and governance topics. These included training on biofuels and sustainable transport solutions, as well as a new Gender Equality training, developed in line with the UNI/PdR 125:2022 framework and progressively rolled out across the Group to promote an inclusive culture and shared understanding of equal opportunities. Additional training focused on data protection and GDPR compliance, reinforcing employees' awareness of information security and privacy responsibilities in their daily activities. To strengthen collaboration and leadership capabilities, Gruber Logistics also introduced dedicated learning sessions on giving and receiving feedback, providing employees and managers with practical tools to encourage open communication, continuous improvement, and constructive performance discussions.

To support this growing learning ecosystem, the company adopted a new digital learning platform, offering employees easier access to training content and enabling a more structured approach to learning. The platform hosts a diverse portfolio of courses, combining technical, regulatory, behavioural, and ESG-related topics, and supports continuous skills development across different roles, functions, and countries.

A portrait of Costanza Testi, a woman with long blonde hair, smiling and standing with her arms crossed. She is wearing a white short-sleeved shirt and several bracelets on her right wrist. The background is a blurred outdoor setting with a red and white striped element on the right.

Costanza Testi
Human Resources

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	991
Blue collars	1021
Non-employee workers	8
Total number of employees	2012



Gruber Logistics is committed to providing a safe and healthy working environment for all employees, integrating health and safety considerations into its daily operations and management processes. The company adopts a proactive approach based on risk prevention, continuous improvement, and shared responsibility, ensuring that occupational health and safety are embedded across all business activities.

Risk assessments are carried out regularly, with the support of qualified external specialists where required, to identify potential hazards and implement appropriate preventive measures. Health and safety management follows the Plan-Do-Check-Act (PDCA) methodology, ensuring that risks are continuously monitored, corrective actions are implemented, and performance is regularly reviewed. Branch managers play a key role in promoting a strong safety cul-

Percentage of workers covered by the company's health and safety system	100%
Number of fatality	0
Number of work related accidents during the year	34
Average monthly rate of work-related accidents	2.83
Number of working days lost due to injuries, fatalities and ill health	1497

ture and are responsible for ensuring that company procedures and regulatory requirements are consistently applied at local level.

Training remains a fundamental component of Gruber Logistics' health and safety strategy. Employees receive role-specific training designed to increase awareness of workplace risks and safe operating practices, while health surveillance programmes, including mandatory medical examinations where required by law, support the prevention of occupational risks and the protection of employee well-being. Health and safety considerations are also integrated into the planning of new activities and projects to identify potential risks at an early stage and implement appropriate mitigation measures.

The company also maintains strict inspection and preventive maintenance programmes for its fleet and operational equipment, helping to ensure reliability, minimise operational risks, and protect both employees and road users. Comprehensive health, safety, and hygiene procedures apply across the organisation and extend, where relevant, to contractors and other personnel operating at Gruber Logistics sites. These measures include the use of appropriate personal protective equipment (PPE), workplace hygiene practices, regular safety inspections, and clear procedures for reporting hazards and managing incidents.

Employee well-being is further supported through the company's healthcare assistance programme. In Italy, employees covered by the National Collective Bargaining Agreement (CCNL) for Logistics, Freight Transport and Shipping continue to benefit from the Sanilog supplementary healthcare fund, fully financed by Gruber Logistics. Through this programme, employees have access to a broad range of healthcare services, including medical assistance and specialist care provided through affiliated healthcare networks, contributing to prevention, early diagnosis, and overall employee well-being.

Strengthening Our Safety Culture Through ISO 45001

In 2025, Gruber Logistics achieved UNI EN ISO 45001:2023 certification, marking an important milestone in the company's commitment to protecting the health, safety, and well-being of its people. The certification confirms that the Occupational Health and Safety Management System implemented by the company complies with internationally recognised standards and is based on a structured approach to risk prevention, continuous improvement, and employee involvement.

The certification currently applies to the Ora site (including the Ora Workshop), the Sommacampagna Workshop, and the Percha branch, recognising the effectiveness of the safety management processes implemented across these operations. Achieving this result reflects the collective commitment of employees, managers, and the QHSE function to embedding health and safety into everyday activities and operational decision-making.

ISO 45001 certification represents an important step within a broader strategy to strengthen safety standards across the organisation. During 2026, the certification programme will be extended to the Italian sites in Bari, Lainate, Naples, Padua (both locations), Paderno Dugnano, and Verona, with certification expected during the year. The company's longer-term objective is to progressively extend the Occupational Health and Safety Management System to all Italian sites by the end of 2027, reinforcing a shared safety culture and ensuring consistent health and safety standards throughout the organisation. This roadmap reflects Gruber Logistics' commitment to continuous improvement and its ambition to provide increasingly safe, healthy, and resilient workplaces for all employees.

Gruber Logistics actively involves employees in promoting a safe working environment by encouraging participation in regular feedback processes and continuous dialogue on health and safety matters. Safety committees, employee suggestions, and ongoing communication help identify opportunities for improvement and support the continuous enhancement of workplace safety across the organisation. All employees receive mandatory training in accordance with applicable legal requirements, including an initial 12-hour health and safety course followed

by periodic refresher training every five years. New hires also complete dedicated onboarding sessions covering workplace risks, company procedures, and emergency protocols, ensuring they are familiar with health and safety requirements from the beginning of their employment.

In addition to these mandatory programmes, Gruber Logistics has developed dedicated operational training for professional drivers, combining regulatory, technical, and practical aspects of their daily activities. Introduced in 2024 and

continuously updated based on operational experience, the programme is delivered through full-day sessions for newly hired drivers and regular refresher meetings for existing personnel. Training covers topics such as transport regulations, accident management, cargo securing, anti-clandestine procedures, vehicle inspections, permits, loading and unloading operations, safe driving practices, the use of digital fleet management tools, and customer conduct. The training materials are regularly reviewed and expanded to reflect operational lessons learned and emerging risks identified across the fleet, ensuring that content re-

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.

mains relevant and responsive to real-world situations.

The effectiveness of training is evaluated through written assessments, practical observations during workplace audits, and continuous monitoring of employees' application of safety procedures in their day-to-day activities. This approach enables the company not only to verify knowledge acquisition but also to reinforce safe behaviours across the organisation. Driver training is further supported by regular communication with operational teams, allowing emerging issues to be quickly translated into updated guidance and learning materials.

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 safety 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

The transition towards more sustainable logistics is not driven by a single solution, but by continuous improvement across every aspect of our business. Through innovation, responsible investment and collaboration, we are building the foundations for long-term value for our customers and our people.

Ettore Gualandi

Teamleader

Sustainability & Eco-innovation



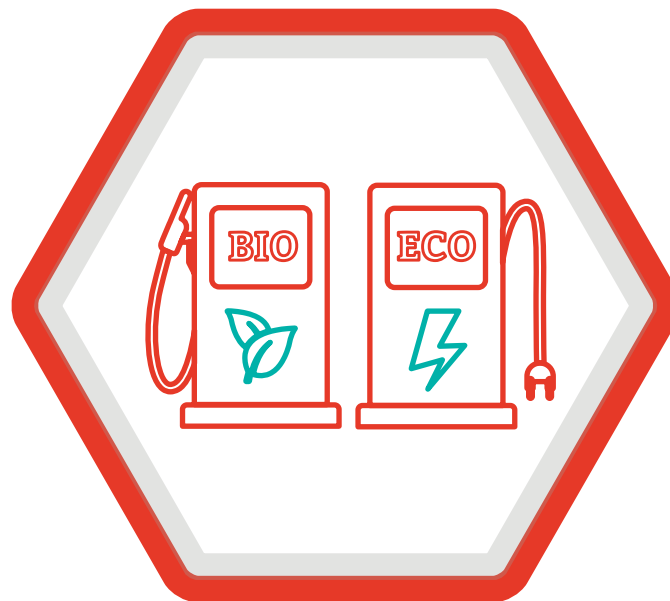
Our commitment for the environment

Gruber Logistics is committed to reducing the environmental impact of its operations through an integrated approach to energy management and climate action. The company's Environmental and Energy Policy provides the framework for improving energy efficiency, reducing greenhouse gas (GHG) emissions, and supporting the transition towards more sustainable transport solutions across its operations.

A key element of this strategy is the progressive decarbonisation of the company's fleet through the increased use of lower-emission energy sources and alternative fuels. Gruber Logistics continues to expand the adoption of solutions such as Biodiesel (B100), Hydrotreated Vegetable Oil (HVO), LNG, Bio-LNG, and electric vehicles, selecting technologies that can contribute to reducing the carbon intensity of transport activities while supporting operational efficiency. The company also promotes the use of renewable fuels that comply with the sustainability criteria established under the Renewable Energy Directive (RED).

Alongside fleet transition, Gruber Logistics pur-

sues initiatives aimed at improving energy efficiency throughout its operations by optimising resource consumption and integrating environmental considerations into operational decision-making. Through continuous investment in cleaner technologies and more efficient transport solutions, the company seeks to progressively reduce its direct environmental footprint while supporting the transition towards a lower-carbon logistics sector.



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 2030)

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

Medium-term targets (by 2035)

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.*

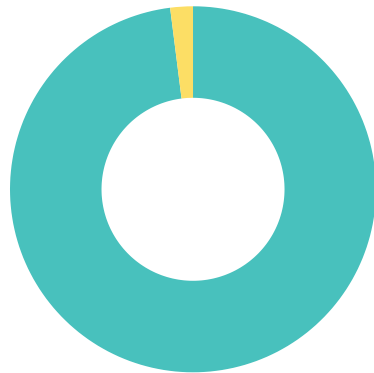
Energy efficiency and GHG emissions reduction

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.

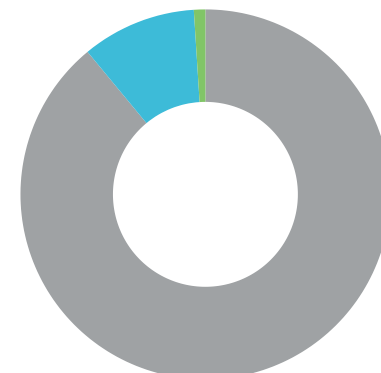
EURO standard classification and fuel type of Gruber Logistics fleet

■ 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: **89%**
■ LNG: **10%**
■ 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 importance of promoting a sustainable supply chain, where ethical conduct, decarbonization, and sustainable working conditions are unwavering commitments. We strive to ensure high-quality vehicles and equipment that support the safety, well-being, and daily working conditions of drivers, mechanics, and operational staff, while continuing towards long-term sustainable success.

Stefan Knapp

Executive Director
Fleet



Alternative fuels and fleet innovation

Gruber Logistics' Sustainable Fuel Procurement Policy guides the company's approach to sourcing lower-carbon fuels, supporting the transition towards more sustainable transport while promoting responsible supply chain practices. The policy establishes clear criteria for the selection of alternative fuels, ensuring that environmental performance and supplier sustainability are considered throughout the procurement process.

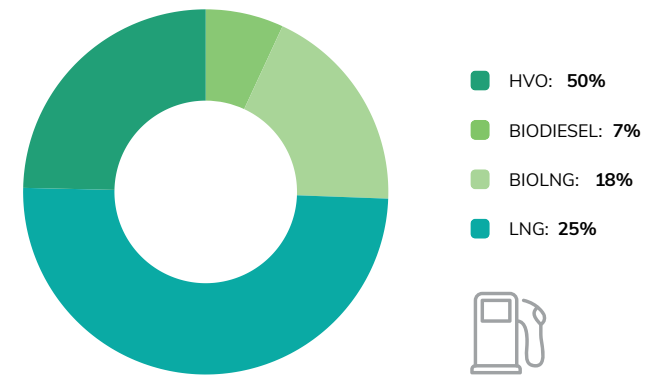
As part of this approach, Gruber Logistics continues to expand the use of lower-emission energy sources, including Biodiesel (B100), Hydrotreated Vegetable Oil (HVO), LNG, Bio-LNG, and electric mobility solutions. These alternatives are selected based on their potential to reduce greenhouse gas (GHG) emissions and their compliance with the sustainability requirements established under the European Renewable Energy Directive (RED).

The increasing adoption of renewable and alternative fuels represents one of the company's key levers for reducing the carbon footprint of its transport operations. In 2025, the use of renewable fuels enabled Gruber Logistics to avoid approximately 9 thousands of tCO₂e of greenhouse gas emissions, demonstrating the tangible environmental benefits of its progressive fleet decarbonisation strategy.

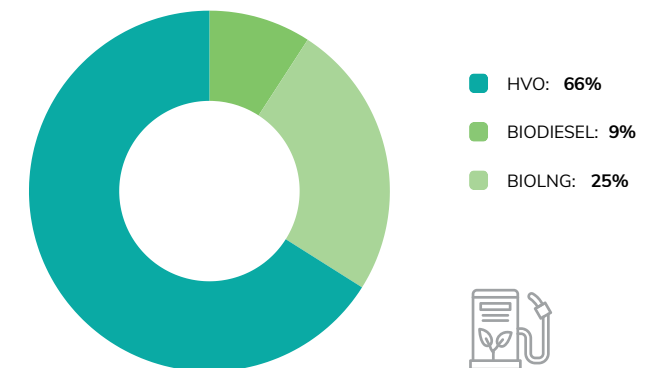
Fuel consumption by fuel type

Fuel type	Renewable	Non-renewable	Alternative fuel	Traditional fuel	Total consumed (L,kg)
BIODIESEL	237,812		237,812		237,812
BIOLNG	642,943		642,943		642,943
CNG		901	901		901
HVO	1,712,787		1,712,787		1,712,787
LNG		848,243	848,243		848,243
PETROL (car)		84,834		84,834	84,834
DIESEL		13,328,406		13,328,406	13,328,406
Total	2,593,542	14,262,384	3,442,686	13,413,240	16,855,926

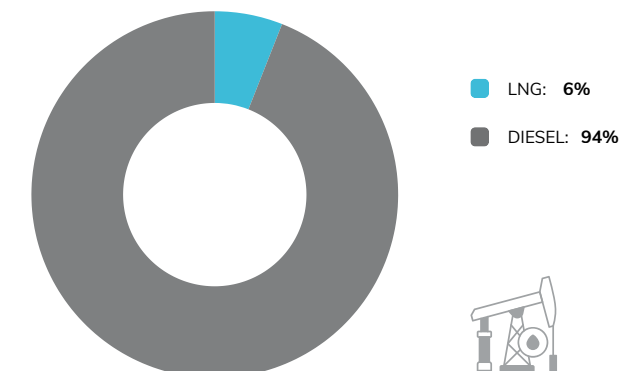
Total consumed alternative fuel (L,kg)



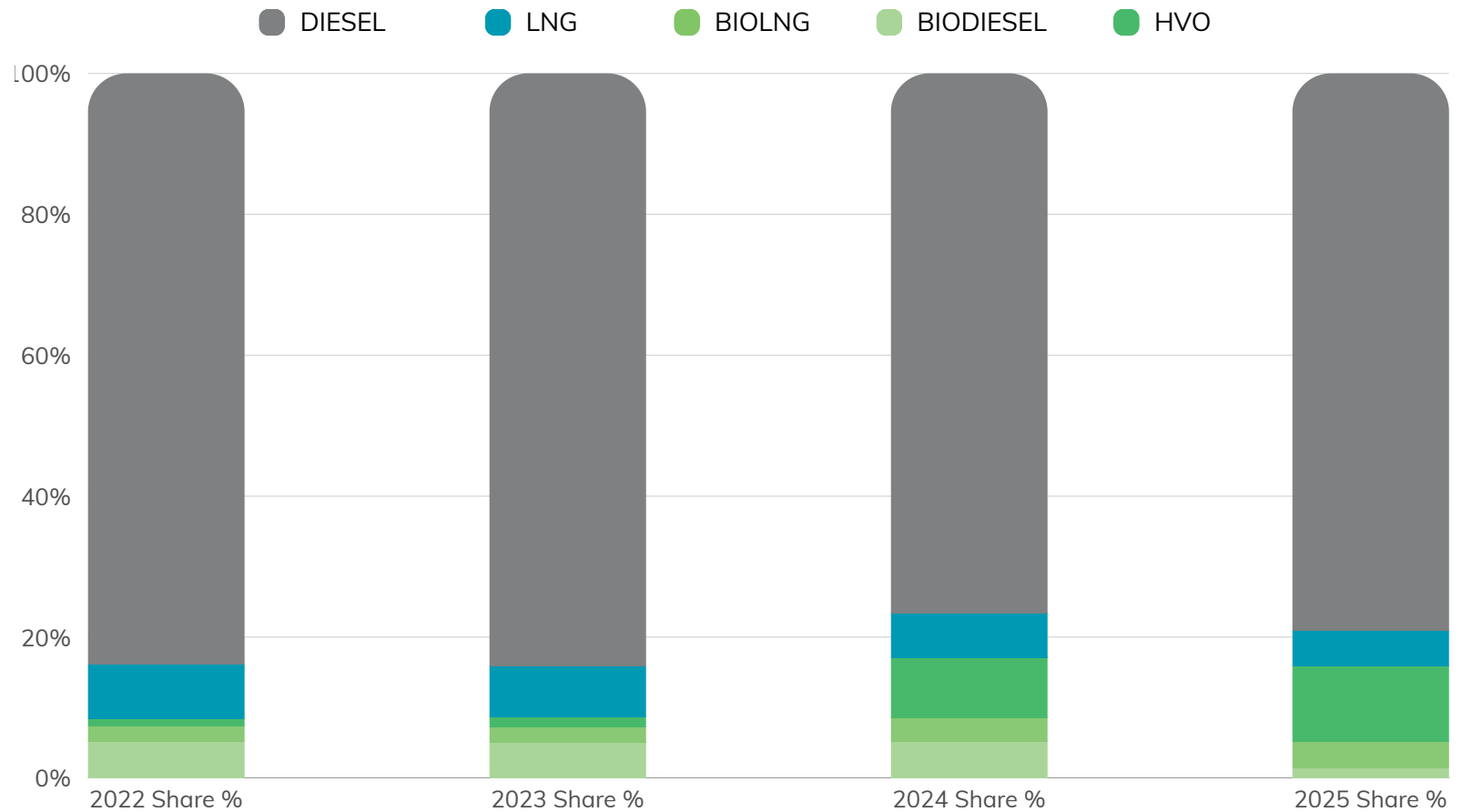
Total consumed renewable fuel (L,kg)



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 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 fuel provider

To support the responsible sourcing of alternative fuels, Gruber Logistics requires suppliers to comply with recognised European sustainability standards. In particular, suppliers are expected to hold certifications such as ISCC EU (International Sustainability and Carbon Certification) and to demonstrate compliance with the sustainability criteria established under the Renewable Energy Directive (RED II).

Suppliers are also required to calculate and report greenhouse gas (GHG) emissions using a Well-to-Wheel methodology, providing transparent information on the environmental performance of the fuels supplied. Where fuels consist of blended components, suppliers must disclose the composition and origin of each feedstock and assess the related emissions accordingly.

For biofuels produced from feedstocks that vary over time, fuel composition and associated GHG calculations are updated periodically to ensure that emissions reporting remains accurate, transparent, and aligned with current sustainability requirements.

Sustainability requirements applied to alternative fuels

Gruber Logistics gives preference to alternative fuels produced entirely from renewable feedstocks that comply with the sustainability requirements established under the European Renewable Energy Directive (RED II). To minimise indirect environmental impacts, the company excludes feedstocks associated with a high risk of Indirect Land Use Change (ILUC), such as those derived from crops that may contribute to the conversion of forests, wetlands, or other high-carbon-stock areas. Where low ILUC feedstocks are used, suppliers are required to provide appropriate evidence demonstrating their compliance with the applicable sustainability criteria.

To ensure transparency and consistency in environmental reporting, the greenhouse gas (GHG) emissions associated with alternative fuels are calculated in accordance with the methodology set out in the RED II framework, using the directive's recognised default values for GHG emission savings where applicable. This approach enables Gruber Logistics to assess the environmental performance of the fuels used according to a consistent and internationally recognised methodology.

Innovation plays a central role in Gruber Logistics' decarbonisation strategy. The company works closely with fuel suppliers, vehicle manufacturers, and industry partners to support the development and adoption of alternative fuel technologies, contributing to the transition towards lower-emission transport solutions. Through pilot projects and collaborative initiatives, Gruber Logistics continues to explore innovative technologies, including electric and hydrogen-powered vehicles, assessing their operational feasibility and environmental benefits.

Alongside the progressive adoption of renewable fuels, the company continues to modernise its fleet by investing in vehicles that meet the latest environmental and performance standards. Fleet renewal contributes not only to reducing greenhouse gas emissions but also to lowering air pollutants, particularly in urban environments where air quality is an increasingly important consideration. Over the longer term, Gruber Logistics aims to progressively increase the share of zero-emission vehicles, including battery-electric and fuel-cell technologies, supporting its ambition to expand emission-free transport services across Europe.

Transparency remains an essential element of the company's environmental strategy. Gruber Logis-

tics continues to measure and monitor its Scope 1, Scope 2, and Scope 3 greenhouse gas emissions, providing stakeholders with a clear understanding of its carbon footprint and enabling the company to track progress towards its decarbonisation objectives.

In line with this long-term commitment, Gruber Logistics has defined a series of short- and medium-term objectives within its Vision 2050 roadmap, covering both the sustainable procurement of alternative fuels and the progressive renewal of its fleet. These targets provide a structured framework for supporting the company's transition towards lower-carbon logistics while ensuring that investments in innovation remain aligned with its long-term sustainability ambitions.



Topic	Short-term targets (by 2030)	Medium-term targets (by 2035)	Long-term targets (by 2050)
Sustainable Procurement	30% of contracted carriers rated with environmental performance evaluation system; 50% of critical suppliers (fuel, vehicles, transport) sustainability assessed; 100% of targeted suppliers signed the supplier code of conduct; all direct supplier categories covered by a sustainable procurement policy	50% of contracted carriers rated with environmental performance evaluation system; 100% of critical and 75% of non-critical suppliers sustainability assessed; periodic review of suppliers covered under the sustainable procurement policy	100% of suppliers meet sustainability evaluation criteria; 100% of suppliers across the full supply chain assessed
Alternative Fuels and Fleet	15 zero-emission trucks (battery-electric and fuel-cell) in the company fleet; 30% alternative fuel purchased of total fuel purchased; 50 alternative fuel road transport service contracts	30 zero-emission trucks in the company fleet; 50% alternative fuel purchased of total fuel purchased; 100 alternative fuel road transport service contracts	100 zero-emission trucks in the company fleet; 100% alternative fuel purchased (0 liters of fossil fuels; fully replaced by alternative fuels, electricity, or hydrogen); 500 alternative fuel road transport service contracts
R&D and Innovation	Conduct 20 R&D projects focused on sustainability, covering Life Cycle Assessment (LCA), sustainable logistics, roadmaps, on supply chain "hot spots", and on zero-emission vehicles for last-mile logistics	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

As a global logistics provider, Gruber Logistics manages a wide range of transport and supply chain services, making the accurate measurement of greenhouse gas (GHG) emissions essential to its decarbonisation strategy. To ensure consistency, transparency, and comparability, the company quantifies and reports transport-related emissions using the GLEC (Global Logistics Emissions Council) Framework, the internationally recognised methodology developed by the Smart Freight Centre and aligned with the GHG Protocol.

The GLEC Framework provides a harmonised approach for calculating logistics emissions across different transport modes and supply chain activities, enabling Gruber Logistics to monitor its environmental performance using a recognised global standard. It is also fully aligned with the requirements of ISO 14083:2023, the international standard for quantifying and reporting greenhouse gas emissions from transport operations.

By adopting this methodology, Gruber Logistics provides customers and stakeholders with reliable, transparent, and comparable emissions data, supporting informed decision-making and reinforcing the company's commitment to credible climate reporting and continuous improvement.

Vision 2050 defines Gruber Logistics' long-term roadmap for reducing its environmental impact and supporting the transition to low-carbon logistics. The strategy sets ambitious objectives to progressively reduce greenhouse gas (GHG) emissions across Scope 1, Scope 2, and Scope 3, with the ultimate ambition of achieving net-zero emissions. At the same time, the company aims to improve energy efficiency by optimising transport operations, increasing the use of renewable energy and alternative fuels, and leveraging digital technologies to monitor and manage energy consumption more effectively. During 2025, Gruber Logistics spent €367,596 on the procurement of renewable electricity,

supporting the decarbonisation of its operations and the transition towards a lower-carbon energy mix.

Achieving these objectives requires a long-term commitment supported by continuous monitoring and measurable progress. For this reason, Gruber Logistics has translated its Vision 2050 into a series of short- and medium-term milestones, allowing the company to assess progress, evaluate the effectiveness of its initiatives, and adapt its actions where necessary. These intermediate targets provide a clear roadmap for driving continuous improvement while keeping the organisation on track towards its long-term climate ambitions.*

Topic	Short-term targets (by 2030)	Medium-term targets (by 2035)	Long-term targets (by 2050)
Carbon Footprint Reduction	Implement the GLEC Framework for all transport modes; full coverage of Scope 1, 2, and 3 emissions under the GLEC Framework; third-party assurance/verification for all corporate emission scopes; -5% reduction in absolute Scope 1 emissions; -5% reduction in relative Scope 1 emission intensity (GJ/€ revenue); -5% reduction in road transport Scope 3 emissions	Obtain -20% reduction in absolute Scope 1 emissions;-20% reduction in relative Scope 1 emission intensity (GJ/€ revenue);-10% reduction in road transport Scope 3 emissions	Obtain -100% reduction in absolute Scope 1 emissions;-100% reduction in relative Scope 1 emission intensity (GJ/€ revenue);-50% reduction in road transport Scope 3 emissions
Energy efficiency and Scope 2 emissions reduction	Initiate efforts to reduce Scope 2 emissions, starting with a focus on primary facilities; 95% of green energy utilized across operations	Fully abate Scope 2 emissions across all company branches; 100% of green energy utilized across operations	Maintain 100% of green energy utilized across operations to sustain zero Scope 2 emissions

Gruber Logistics recognises that the logistics sector has a key role to play in supporting the transition to a lower-carbon economy. As both a transport provider and purchaser of freight services, the company is committed to reducing the environmental impact of its operations by improving energy efficiency, expanding the use of alternative fuels, and progressively lowering greenhouse gas (GHG) emissions across its value chain. These commitments are embedded in the company's broader climate strategy and guide the actions undertaken to support long-term decarbonisation.

Delivering this strategy requires continuous operational investment. In 2025, Gruber Logistics incurred €7,529,815 in operating expenditures related to climate change mitigation initiatives, supporting activities such as the use of renewable and alternative fuels, fleet decarbonisation, energy efficiency measures, and other operational actions aimed at reducing greenhouse gas emissions. These expenditures reflect the company's ongoing commitment to integrating climate considerations into its day-to-day operations while advancing the objectives set out in its long-term environmental roadmap.

* 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.

While Scope 1 and Scope 2 emissions capture the direct environmental impact of the company's operations and purchased energy,

Scope 3 emissions provide a more comprehensive view of the indirect greenhouse gas (GHG) emissions generated throughout the value chain. For a logistics company, these emissions represent a significant share of the overall carbon footprint, reflecting the environmental impact associated with transport services and other upstream and downstream activities.

Gruber Logistics is progressively expanding its carbon accounting methodology to strengthen the measurement and reporting of Scope 3 emissions. The company is developing an internal calculation framework that will enable a

more comprehensive assessment of value chain emissions, with the objective of publishing a complete Scope 3 inventory from 2027.

In the meantime, Gruber Logistics continues to refine its estimation methodology to improve the accuracy of emissions reporting. Based on the current screening assessment, road transport represents the most significant source of Scope 3 emissions. The reporting boundary will be progressively expanded to include intermodal, sea, and air freight, providing an increasingly complete picture of the company's value chain impacts over time.

For the 2025 reporting year, Scope 3 emissions from transportation and distribution activities are estimated at approximately 400,000 tCO_{2e}.

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 GLEC Framework and the ISO 14083:2023 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)	2022	2023	2024	2025
Renewable	38,346	41,119	112,431	84,786
Non-renewable	707,884	721,200	655,006	542,131
TOTAL	746,230	762,319	767,437	626,917

Scope 1 emissions by sources

Total GHG emissions (tons of CO ₂ eq.)	2022	2023	2024	2025
Fuel consumption	32,357	50,862	45,691	45,487

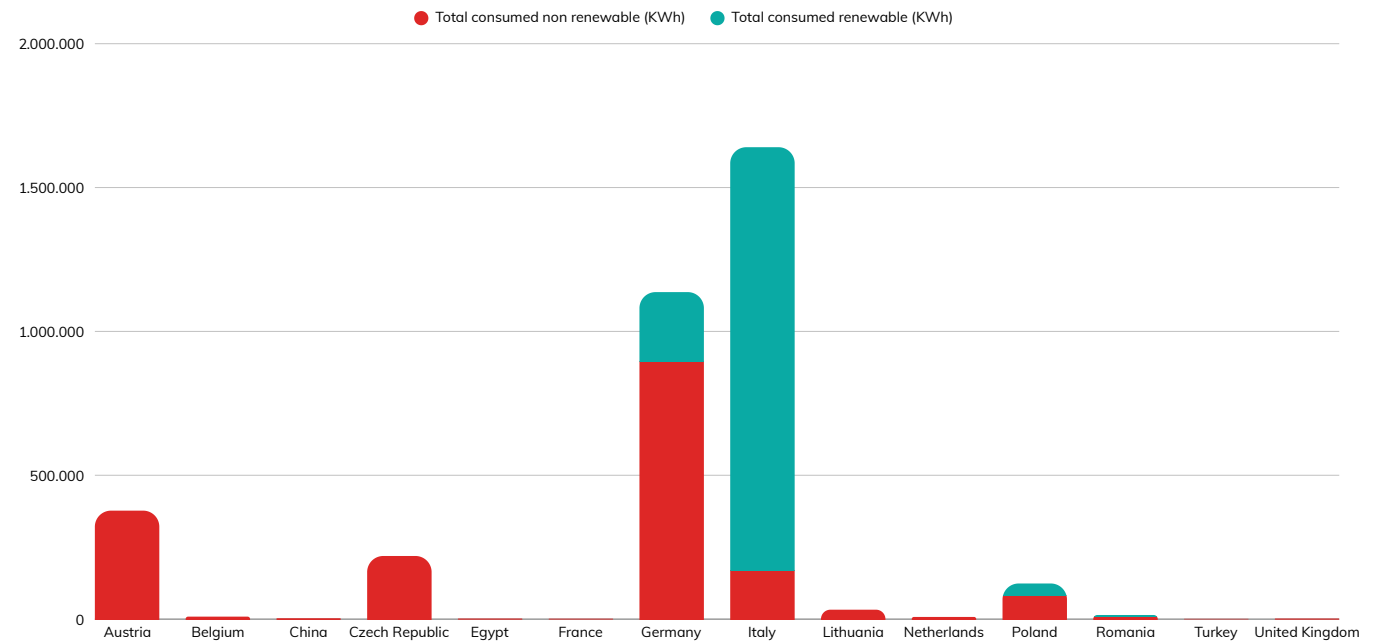
To translate its awareness into actionable change, Gruber Logistics has initiated comprehensive reporting on energy consumption and related emissions.

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.

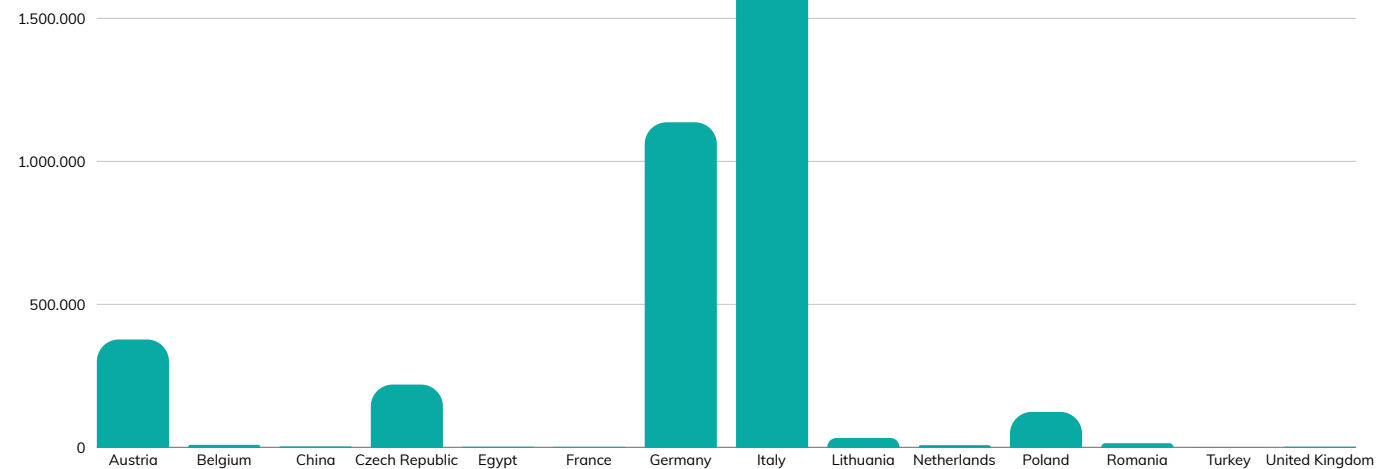
By documenting and analyzing its environmental data, Gruber Logistics not only underscores its accountability but also sets the stage for continuous improvement and innovative solutions.



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



Total energy consumption by country



Country	Total consumed (KWh)	Total consumed non renewable (KWh)	Total consumed renewable (KWh)	Location based emissions (tons of CO ₂ eq.)	Market based emissions (tons of CO ₂ eq.)
Austria	376,987	376,987	-	36.80	-
Belgium	8,605	8,605	-	0.98	1.47
China	3,000	3,000	-	0.50	1.26
Czech Republic	219,388	219,388	-	129.32	147.38
Egypt	2,000	2,000	-	0.21	0.84
France	1,500	1,500	-	0.05	0.06
Germany	1,136,588	897,100	239,488	388.49	658.74
Italy	1,640,228	169,838	1,470,390	333.84	86.72
Lithuania	32,696	32,696	-	5.04	19.45
Netherlands	7,500	7,500	-	1.85	2.91
Poland	123,778	81,218	42,560	84.41	65.30
Romania	14,276	9,606	4,670	3.09	2.08
Turkey	1,000	1,000	-	0.10	0.42
United Kingdom	2,000	2,000	-	0.39	0.79
TOTAL	3,569,546	1,812,438	1,757,108	985.09	987.42



Emissions intensity and energy intensity based on the net revenue generated

Emissions intensity	0.0000687 tons of CO ₂ eq./€ Net Revenues
Energy intensity	0.00007 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**, **NO_x**, **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)	2024	2025
NO _x	69604	56,685
Particulates	700	577

In 2025, Gruber Logistics continued to invest in the decarbonisation of its transport operations through a combination of cleaner vehicles, alternative fuels, and supporting infrastructure. The company invested €2.9 million in alternative-powered trucks, primarily LNG vehicles, while €407,000 was allocated to the leasing of electric trucks, supporting the gradual introduction of zero-emission vehicles into the fleet. In parallel, €3.7 million was invested in the procurement of lower-emission alternative fuels, including Biodiesel (B100), HVO, LNG, and Bio-LNG, further reducing the carbon intensity of transport operations. To prepare for the wider deployment of electric heavy-duty vehicles, Gruber Logistics also invested €500,000 in the development of dedicated charging infrastructure for trucks. Together, these investments demonstrate the company's integrated approach to fleet decarbonisation, combining cleaner fuels, lower-emission vehicle technologies, and the infrastructure required to support the transition towards more sustainable logistics.

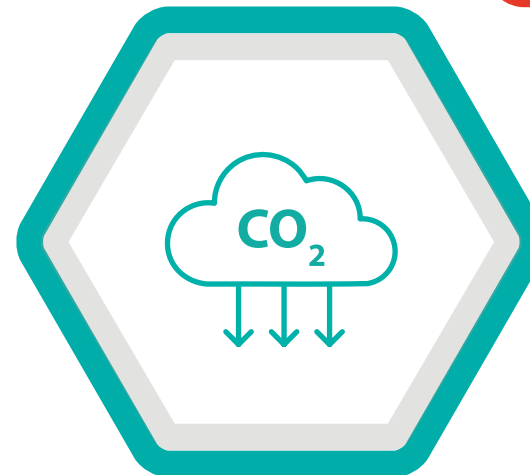
Reducing noise through fleet electrification

While the transition to low- and zero-emission vehicles is primarily driven by the need to reduce greenhouse gas emissions, it also delivers important benefits by reducing noise generated by freight transport. Compared with conventional diesel trucks, heavy-duty electric vehicles produce significantly lower engine noise and fewer vibrations, particularly during vehicle operation. As Gruber Logistics progressively expands the use of zero-emission vehicles, these characteristics contribute to lowering the overall acoustic impact of its transport activities, supporting a more sustainable relationship with the communities and environments in which the company operates.

Noise reduction also brings benefits for employees. A quieter driving environment, combined with lower vibration levels, can improve driver comfort during long-distance jour-

neys, reduce fatigue over extended working hours, and support greater concentration throughout daily operations. In this way, investments in fleet electrification contribute not only to the company's decarbonisation objectives but also to enhancing the quality of the working environment for professional drivers.

As the share of electric vehicles within the fleet continues to grow, Gruber Logistics expects these benefits to become increasingly significant, complementing its broader commitment to delivering safer, more sustainable, and lower-impact transport services.



Promoting responsible waste management and circular economy

Gruber Logistics is committed to reducing the environmental impact of its operations by promoting responsible resource management and preventing waste generation wherever possible. As part of its broader environmental strategy, the company seeks to improve operational efficiency through initiatives that reduce material consumption, encourage reuse and recycling, and support the transition towards more circular business practices.

Waste management is guided by the principles of regulatory compliance, resource efficiency, and continuous improvement. Across its operations, Gruber Logistics promotes the correct segregation and recovery of waste streams while pursuing initiatives to re-

duce the use of paper and other consumable materials through the ongoing digitalisation of internal processes.

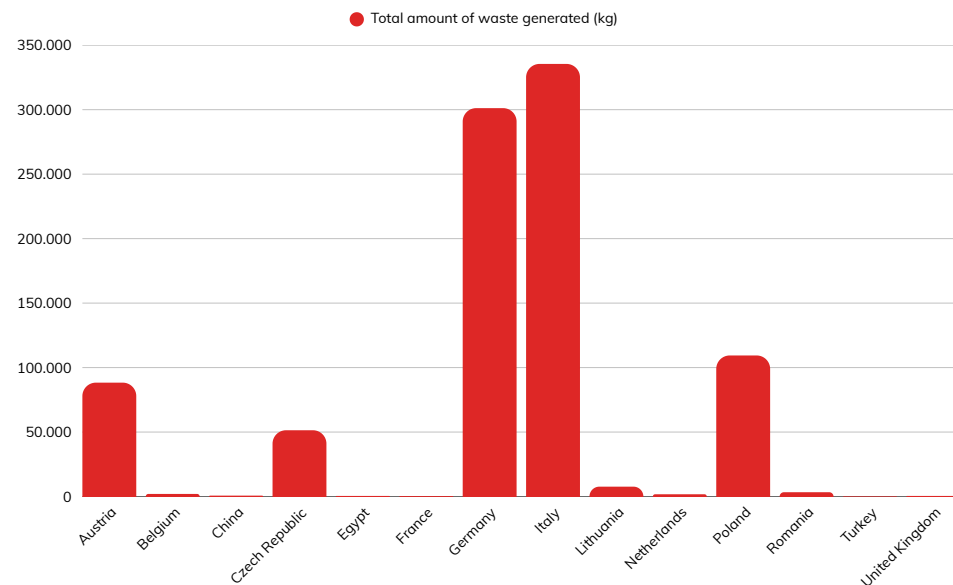
The company also considers circular economy principles when evaluating operational activities and procurement decisions, with the objective of extending the useful life of materials and reducing the environmental footprint associated with its business. As Gruber Logistics continues to strengthen its environmental management framework, further initiatives supporting waste prevention, resource efficiency, and circularity will be progressively integrated into its operations.



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 of waste recycled or repurposed. The goals also include reducing the use of non-renew-



Country	Total amount of waste generated (kg)
Austria	88,315
Belgium	2,016
China	703
Czech Republic	51,395
Egypt	469
France	351
Germany	301,185
Italy	335,477
Lithuania	7,660
Netherlands	1,757
Poland	109,392
Romania	3,344
Russia	-
Turkey	234
United Kingdom	469
Grand Total	902,765

able resources, promoting product durability, and implementing effective waste sorting at all company facilities.

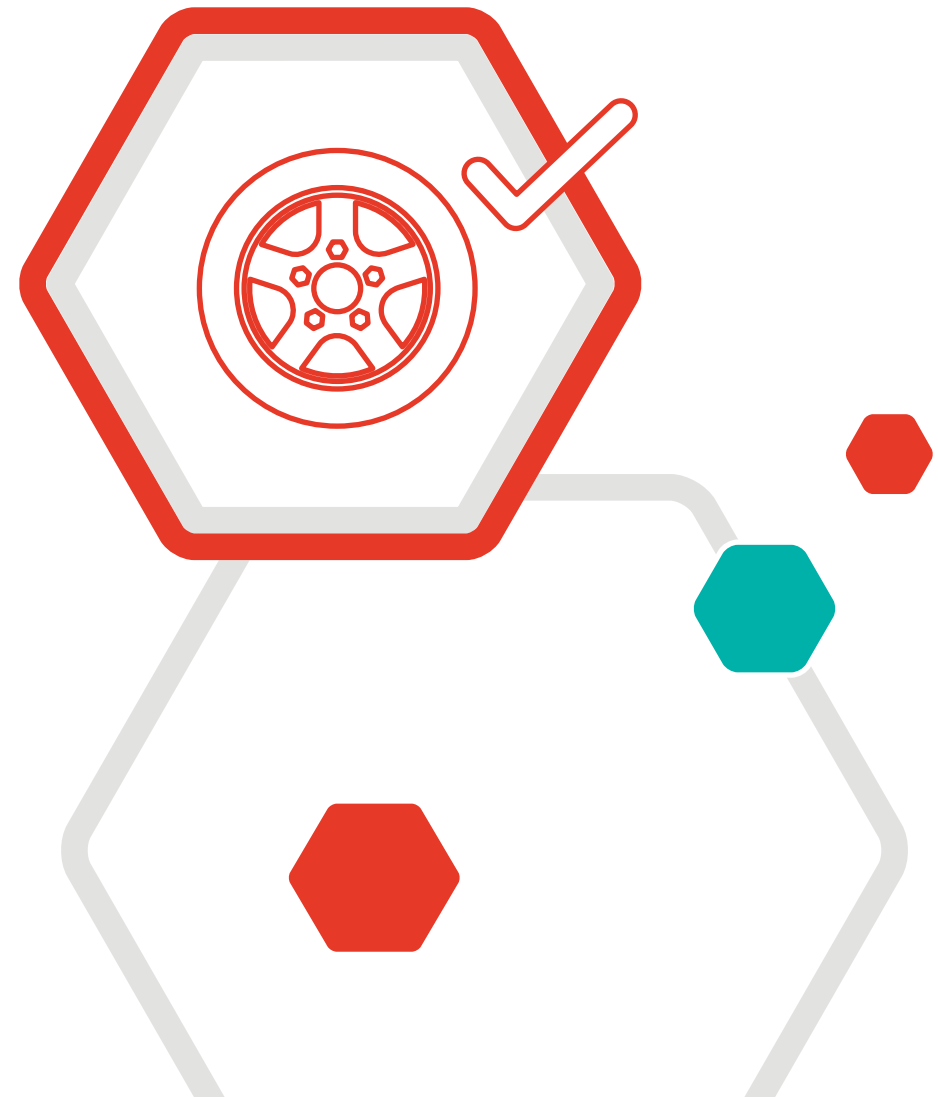
Enhanced monitoring supports the company's broader environmental objectives, contributing to a transparent and measurable approach to waste management that advances Gruber Logistics's progress toward its 2050 sustainability vision.



Extending tyre life through predictive management

Tyres represent one of the most resource-intensive consumables in road freight transport. In 2025, Gruber Logistics strengthened its tyre management approach through a new partnership with Goodyear, shifting from a reactive replacement model to a predictive management system based on continuous monitoring. The new system combines real-time tyre pressure and temperature monitoring with automatic tyre inflation technology. When abnormal pressure losses or other anomalies are detected, alerts are generated and communicated immediately, allowing maintenance to be planned before tyre failures occur. This proactive approach helps reduce the risk of blowouts, minimise vehicle downtime, and maintain optimal tyre performance throughout their service life. Maintaining tyres at the correct pressure also contributes to lower fuel con-

sumption and improved operational efficiency, while preserving tyre integrity increases the likelihood that tyre casings remain suitable for retreading. Extending the number of usable life cycles reduces the demand for new raw materials, supports circular economy principles, and helps lower the environmental footprint associated with tyre production and disposal. By combining predictive maintenance, digital monitoring, and tyre regeneration, Gruber Logistics is extending the useful life of one of the fleet's most critical components while supporting safer, more efficient, and more resource-conscious transport operations.



Improving paper recovery through on-site collection

As part of its commitment to resource efficiency, Gruber Logistics has introduced an improved paper collection system at its Pavia branch, where paper and cardboard generated during daily operations are separated, compacted, and prepared for recycling.

The initiative was introduced in 2024 and continued throughout 2025, and following its introduction of the dedicated collection system, the Pavia branch recovered more than 5 tonnes of paper and cardboard. The previous system relied on external compactors, while the new approach uses dedicated on-site baling presses that allow paper and cardboard to be compressed into bales before collection by a specialised recycling operator. This has improved house-keeping at the site, streamlined waste handling, and enhanced the efficiency of

the collection process.

Although paper waste represents a relatively small share of the company's overall operations, the initiative reflects Gruber Logistics' broader approach to waste management: identifying practical opportunities to recover materials, improve operational efficiency, and support circular economy principles through responsible resource management.

Building on the experience gained at the Pavia branch, Gruber Logistics plans to progressively extend similar waste collection and recovery initiatives to other locations. The approach will also be expanded to additional recyclable materials, including plastic packaging, supporting the company's broader commitment to improving resource efficiency and circularity across its operations.



Water consumption and initiatives in Gruber Logistics

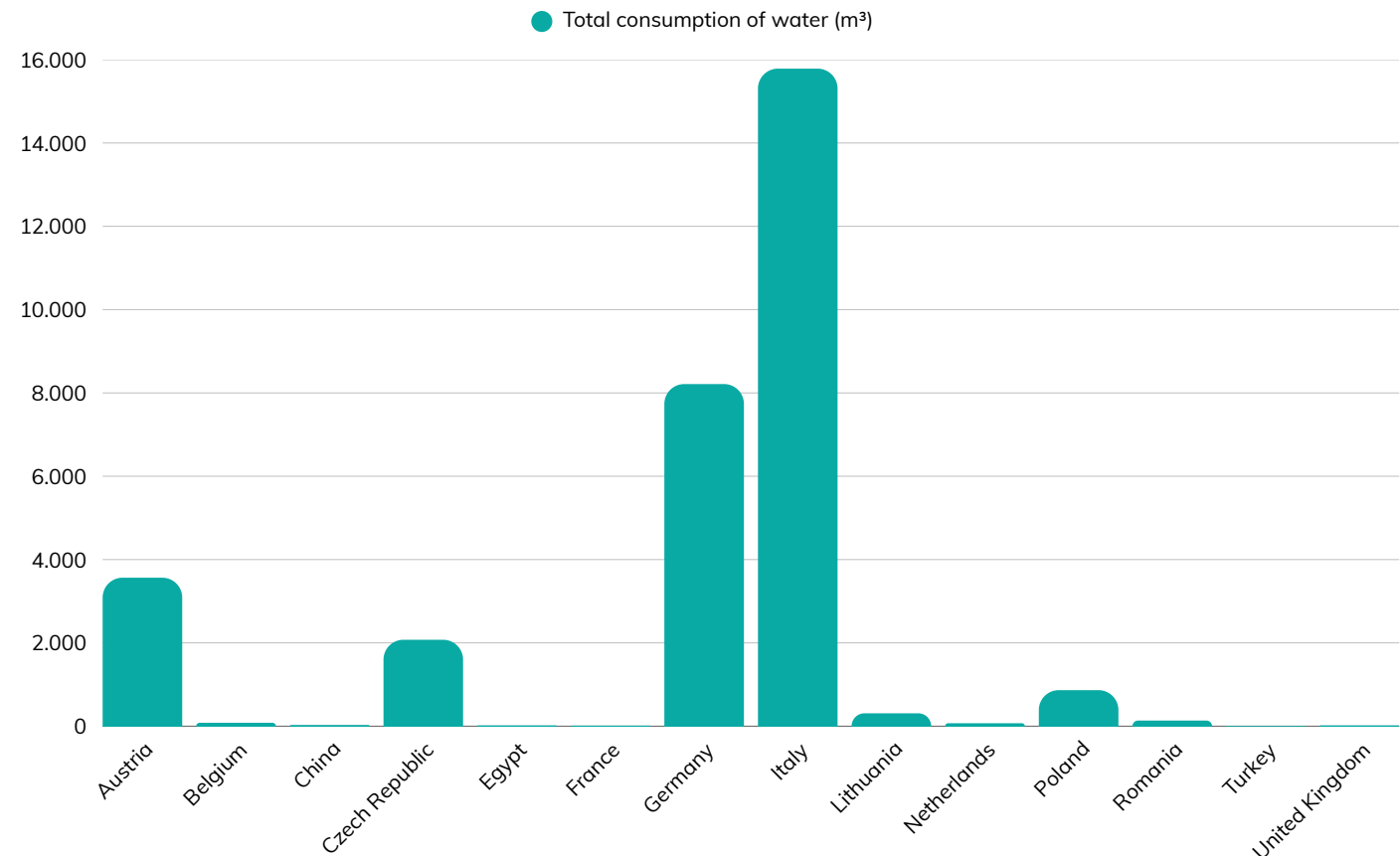
Water is not among the most material environmental aspects of Gruber Logistics' operations. Nevertheless, the company recognises the importance of using water responsibly and is committed to preventing unnecessary consumption across its sites.

The company is progressively strengthening its monitoring of water consumption. While detailed metering is already in place at several locations, efforts are underway to gradually expand data collection across additional branches, improving the quality and completeness of water consumption reporting over time.

As part of its commitment to reducing the use of single-use plastics and

improving employee welfare, Gruber Logistics is also progressively installing drinking water dispensers across its sites, providing employees with easier access to drinking water while encouraging the use of reusable bottles.

The following section presents the company's 2025 water consumption, combining measured data from monitored sites with estimates where direct measurements are not yet available. As monitoring systems continue to expand, Gruber Logistics expects to further improve the accuracy and coverage of its water reporting in the coming years.



Commitment to biodiversity protection

Gruber Logistics recognises biodiversity as a component of its broader environmental responsibility and is committed to minimising the impact of its operations on surrounding ecosystems. The company seeks to limit land-use impacts by locating its facilities primarily within existing industrial and urban areas, thereby reducing interference with natural habitats.

Biodiversity considerations are also integrated into Gruber Logistics' environmental approach, including its responsible procurement practices for alternative fuels, which take into account sustainability criteria aimed at protecting ecosystems and avoiding adverse impacts on biodiversity.

Looking ahead, Gruber Logistics intends to strengthen its commitment to biodiversity by progressively developing local initiatives across its network. Recognising that biodiversity challenges and opportunities vary from one location to another, future projects will be tailored to the specific characteristics of each branch and its surrounding environment. These initiatives may include habitat enhancement, the creation of green spaces, and partnerships with local organisations, contributing to the company's long-term environmental objectives and Vision 2050.



Topic	Short-term targets (by 2030)	Medium-term targets (by 2035)	Long-term targets (by 2050)
Biodiversity	Implement bees' habitat restoration projects in Company's branches; protect, preserve, and restore biodiversity at all Company's sites, ensuring long-term health and resilience of ecosystems	Evaluate further biodiversity projects based on short-term outcomes to expand conservation efforts	Contribute to global biodiversity conservation, ensuring ecosystem health and resilience beyond the Company's value chain

HUPAC

B5

KSR
Kranservice Rheinberg
40t
Revisions 2009

Our commitment for the environment

143



Annex



General disclosures

List	Page
BP-1 – General basis for preparation of the sustainability statements	6
BP-2 – Disclosures in relation to specific circumstances	22
GOV-1 – The role of the administrative, management and supervisory bodies	61
GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	63
GOV-3 - Integration of sustainability-related performance in incentive schemes	65
GOV-4 - Statement on sustainability due diligence	66
GOV-5 - Risk management and internal controls over sustainability reporting	66
SBM-1 – Market position, strategy, business model(s) and value chain	19
SBM-2 – Interests and views of stakeholders	29
IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities	34

Material topics

Business continuity and resilience	Page 69
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)	
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	

Climate change mitigation	Page 125
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)	
IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks and opportunities	
E1-1 – Transition plan for climate change mitigation	
E1-2 – Policies related to climate change mitigation and adaptation	
E1-3 – Actions and resources in relation to climate change policies	
E1-4 – Targets related to climate change mitigation and adaptation	
E1-5 – Energy consumption and mix	
E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	
E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	

Continuous development, satisfaction and retention of the employees	Page 104
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)	
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	
S1-1 – Policies related to own workforce	
S1-10 – Adequate wages	
S1-11 – Social protection	
S1-13 – Training and skills development indicators	

Continuous development, satisfaction and retention of the employees	Page 104
S1-15 – Work-life balance indicators	

Cybersecurity and data management	Page 82
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	

Efficient use of energy and natural resources	Page 120
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	

Diversity and inclusion	Page 101
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	
S1-6 – Characteristics of the undertaking's employees	

Diversity and inclusion	Page 101
S1-9 – Diversity indicators	
S1-12– Persons with disabilities	

Employees' well-being, health and safety	Page 112
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)	
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	
S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	
S1-14 – Health and safety indicators	
S2-4 – Taking action on material impacts on value chain workers, and approaches to mitigating material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	

ESG Governance and sustainability strategy	Page 44
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	

Ethical and responsible business conduct	Page 75
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	
G1-1– Corporate culture and business conduct policies	
G1-2 – Management of relationships with suppliers	
G1-3 – Prevention and detection of corruption or bribery	
G1-4 – Confirmed incidents of corruption or bribery	

Financial profitability and economic growth	Page 25
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	

Industry regulation and compliance	Page 78
SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)	
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	

Industry regulation and compliance

Page 78

MDR-T Tracking effectiveness of policies and actions through targets

Mitigate the environmental impact of the logistics service within the value chain

Page 62

MDR-P Policies adopted to manage material sustainability matters

MDR-A Actions and resources in relation to material sustainability matters

MDR-M Metrics in relation to material sustainability matters

MDR-T Tracking effectiveness of policies and actions through targets

Promotion of solutions to abate air and noise pollution and mitigation of road traffic

Page 128

MDR-P Policies adopted to manage material sustainability matters

MDR-A Actions and resources in relation to material sustainability matters

MDR-M Metrics in relation to material sustainability matters

MDR-T Tracking effectiveness of policies and actions through targets

E2-4 – Pollution of air, water and soil

Quality of service and customer satisfaction

Page 61

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model(s)

MDR-P Policies adopted to manage material sustainability matters

MDR-A Actions and resources in relation to material sustainability matters

MDR-M Metrics in relation to material sustainability matters

Quality of service and customer satisfaction	Page 61
MDR-T Tracking effectiveness of policies and actions through targets	
Responsible waste management and promotion of circular economy	Page 137
E5-1 – Policies related to resource use and circular economy	
E5-2 – Actions and resources related to resource use and circular economy	
E5-3 – Targets related to resource use and circular economy	
E5-4 – Resource inflows	
E5-5 – Resource outflows	
Systems and technologies serving the roadmap for a sustainable logistics sector	Page 42
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	
Value chain sustainability	Page 118
MDR-P Policies adopted to manage material sustainability matters	
MDR-A Actions and resources in relation to material sustainability matters	
MDR-M Metrics in relation to material sustainability matters	
MDR-T Tracking effectiveness of policies and actions through targets	



Methodological note

This Sustainability Report has been designed and edited by Gruber Logistics S.p.A.

This Sustainability Report has been prepared and edited by Gruber Logistics S.p.A. and represents the fourth Sustainability Report published by the Group. Through this voluntary report, Gruber Logistics communicates to its stakeholders its approach to sustainability, together with its policies, management practices, performance, and future commitments across environmental, social, and governance (ESG) topics.

The report provides both qualitative and quantitative information on the Group's most significant sustainability impacts, risks, and opportunities, highlighting how these aspects contribute to creating long-term value for the company, its employees, customers, business partners, and the communities in which it operates.

To ensure consistency with the evolving European sustainability reporting framework, the report has been prepared with reference to the European Sustainability Reporting Standards (ESRS) issued by EFRAG. Following the transition from the GRI Standards in the previous reporting cycle, Gruber Logistics continues to align its reporting with the ESRS framework in preparation for the requirements introduced by the Corporate Sustainability Reporting Directive (CSRD). The Annex includes a reference table indicating the ESRS disclosures addressed within the report.

This report covers the period from 1 January 2025 to 31 December 2025 (FY2025) and was developed through the collaboration of the Group's functions and companies within the reporting perimeter.

The information included in this report has been selected based on Gruber Logistics' double materiality assessment, which considered both the impacts generated by the Group's activities and the sustainability-related risks and opportunities that may affect its business. The assessment was carried out during the previous reporting cycle with the methodological support of Up2You S.r.l. Società Benefit, whose contribution provided the basis for identifying the

Group's material sustainability topics. These material topics continue to guide the structure and content of the 2025 Sustainability Report.

The final version of the report was reviewed and approved by Gruber Logistics' Top Management prior to publication."





we move mountains