

BERTSCHI SUSTAINABILITY REPORT

Version 2022



Chairman's Introduction

Sustainability has been ingrained in our company's core values since its inception.

In 1964, Hans Bertschi pioneered the shift from truck transportation to railways, establishing the first regular intermodal rail service from Germany to Italy, passing through the Swiss Alps. The company was a relatively young startup with less than 20 employees then.

Then, in 1972, Hans Bertschi and his brother Rolf Bertschi spearheaded the containerisation of chemical logistics by creating the first stainless steel insulated tank containers with steam heating. This innovation facilitated the transfer of liquid chemicals from road to rail across Europe. Even during these early years, the founders placed great importance on business ethics, working conditions, operational safety, sustainable procurement, and environmental stewardship, all of which were integral to their strategic mindset.

Today, sustainability plays a significantly expanded role within the Bertschi Group. This evolution has occurred gradually over the company's 67-year growth journey, guided by the founders' values.

As a result, we have become a leading global logistics service provider for the major chemical product manufacturers worldwide.

At the core of our Group Strategy 2026, which received Board approval in December 2021, is the Bertschi Group vision statement:

"We are the preferred provider of robust and efficient supply chain services for the chemical industry. We set the benchmark in safety, innovation, service quality and sustainability. As a family business, the long-term well-being of our employees, the society and the environment is embedded in our culture".

Our fundamental principles are interconnected:

- ❑ Integrity
- ❑ Trust
- ❑ Customer Focus
- ❑ Creative Innovation
- ❑ Social Responsibility
- ❑ Diversity
- ❑ Sustainability

Ultimately, these values converge towards a broader understanding of sustainability, encompassing our culture.

We strive to make decisions with a long-term perspective, aiming to do what is ethically right. These actions hold significance for the future of our people, societies, and planet.

This mindset provides purpose and motivates individuals to explore new frontiers.

One of our aspirations is to achieve NetZero, establishing state-of-the-art intermodal transportation networks with zero CO₂ emissions. We are open to collaborate with partners and customers in industry initiatives to enhance research and innovation on alternative solutions for a better world.

We do not wait for political action; we aim to anticipate the future and act today. By doing so, we contribute positively to reducing climate change, improving the environment and society and nurture our staff's innovative spirit and motivation. We are committed to building a better world for future generations.

This sustainability report plays an important role in measuring, gathering, and analysing developments and Key Performance Indicators (KPIs) across various sectors within our Group.

The report thus provides valuable input for future advancements in social, environmental, and human conditions in the years ahead.



Hans-Jörg Bertschi,
Chairman of the Board



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Chief Executive Officers review

As a logistics service provider with a history spanning nearly six decades, we have encountered numerous challenges and crises over the past half-century.

However, the year 2022 will be etched in our memories as an exceptionally demanding one. Our entire industry confronts unprecedented global challenges, ranging from profound shifts in consumer needs, escalating energy costs, the conflict in Ukraine to post-pandemic adjustments and the relentless urge from ourselves and our stakeholders to enhance the sustainability of our sector.

Yet, every crisis presents opportunities, and every challenge offers rewards. Despite experiencing significant disruptions within supply chains that elevated customer service demands, our expertise in navigating complexity and operating within a demanding and volatile environment enabled us to achieve record turnover by the end of 2022.

The year 2022 primarily revolved around people. Our success was attainable with their daily dedication and commitment to delivering exceptional customer service. This appreciation extends beyond our employees' roles as part of the workforce; it encompasses their multifaceted contributions. Despite automation and digitalisation, we are once again witnessing the crucial significance of individuals in various vital aspects, whether it be the dependable and loyal colleague in planning, the truck or train

driver, the production plant worker, the customer service representative at our customers' premises, or even the consumer striving to support the environment through sustainable choices. The war in Ukraine has served as a stark reminder of how rapidly our social coexistence can be jeopardised and emphasises our collective responsibility, as human beings, to champion fundamental values such as peace and justice.

In pursuit of sustainability, we are intensifying our investments in maintaining and expanding rail infrastructure across Europe, aligning with the objectives of the EU Green Deal. We actively promote eco-friendly transportation methods and entice them with innovative logistics concepts.

In 2021, we redefined our Group Strategy for 2026. Given the growing importance of sustainability to all stakeholders within our industry over the past decade, we revamped our Sustainability Strategy. It now rests on four pillars: Ethics, Labour and Human Rights, Sustainable Procurement, and Environment. Additionally, we have implemented various measures and established new targets, including achieving a defined year-by-year CO₂ reduction, to monitor our progress effectively.

I am pleased to report that we have made significant and noteworthy strides in all areas, surpassing our sustainability performance from the previous year. Our ambition remains

steadfast—to be at the forefront of sustainable logistics. We strive to reduce our carbon footprint, support our customers on their sustainable journeys, attract and retain top talent by being the premier employer in the market, and secure our future success through robust governance.

Being a sustainable company encompasses much more than merely collecting and sharing emission data. It entails a shared responsibility towards future generations, current and future colleagues, and current and prospective suppliers, partners, and customers. At Bertschi, we willingly embrace this responsibility and undertake the necessary actions to make a tangible difference between today and a better tomorrow.

Jan Arnet
CEO Bertschi Group



About this report

The report refers to our activities in the 2022 calendar year (1st of January 2022 to 31st of December 2022). In general, all our fully consolidated companies are covered by the report. The report includes historical data and information to provide context and illustrate performance trends.

Unless otherwise noted, the KPIs and information reported relate to our continuing operations. Some subsidiaries may have introduced specific programs or initiatives that differ from the general approaches described in this report. They are consistent with our company principles, guidelines, and initiatives.

Data and information

Since we were reviewing and relaunching our sustainability strategy in 2021, some of the listed topics and KPIs need to be revised concerning historical data and information. Adapting processes, documents, guidelines, and policies and introducing various new KPIs and data collection posed a logistical challenge. As a result, the data published in this report might be different from those published by other companies under the same or similar designations.

The data presented in this report is collected via various (internal) reporting systems. Due to rounding and in favour of the readability of the information shown, some of the numbers in this report may not add up precisely to the presented totals, and percentages may not exactly reflect the absolute figures they refer to.

We consolidated the emission data from all our subsidiaries and activities worldwide within our environmental emission report. We cooperated with a third-party provider to calculate the indirect transport-related greenhouse gas emissions (scope 3) and confirm the calculated values' validity for our emissions (Scope 1).

Our Scope 1 emissions are being calculated with primary data. All our emission calculations are based on the GLEC Framework to ensure continuity and comply with the respected standard within the industry.

Thanks to significant efforts in the last months, we can also include emissions from our Business Units Global and Solutions into the dashboard, completing the picture and closing the circle.

Since this is only the second edition of our annual Sustainability Report, we may change our approach to presenting our data in future Sustainability Reports without prior announcement. We may also change the reporting of specific data and its interpretation, and we expect other KPIs to be added to future reports as we strive to improve our system over time.

We welcome any feedback on this document and encourage the readers to contact us with any questions, remarks, or concerns via our homepage, <http://www.bertschi.com> or E-Mail to adrian.zuber@bertschi.com.



Who we are

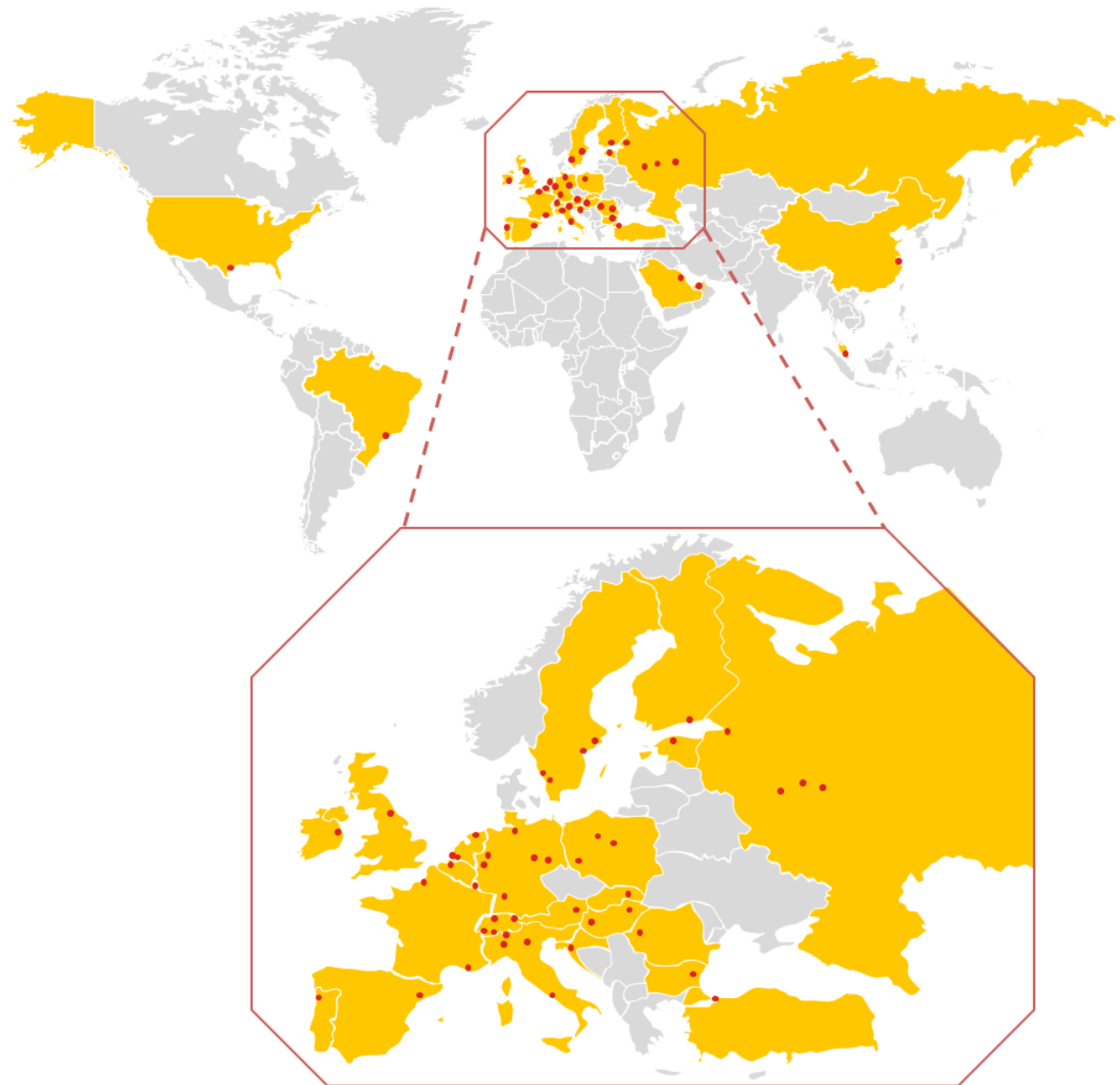
Our company constantly evolves as a global logistics service provider founded in 1956. The corporate philosophy established by the founders, Hans and Rolf Bertschi, remains deeply embedded in our company's culture, and our roots are still very much in evidence. We have remained a family-owned company with headquarters in Dürrenäsch, Switzerland.

We specialise in logistics services for the chemical industry's liquids and solid bulk products.

As a pioneer in transalpine intermodal transport, we lead the way to sustainability in freight transportation in Europe. This is underlined by the company's position as a market leader in intermodal chemical transport on rail and water in Europe, eliminating millions of road transport kilometres each year.

Building on our dense European network of terminals and subsidiaries, we have expanded geographically to become a leading global provider of tank container transport for the chemical industry. Our customers are also offered freight management services and various added-value services thanks to our warehousing infrastructure.

Remaining faithful to the philosophy of our founders, safety and protection of the environment are top priorities – without compromise.



Facts and Figures

We are a market leader in the transport industry, specialising in providing sophisticated intermodal services via rail, road, and water. We aim to be the preferred provider of robust, sustainable, and efficient supply chain services for the chemical industry. We strive to set our sector's safety, innovation, service quality, and sustainability benchmark.

Our customers' product flows are steered and coordinated centrally from the headquarters office in Switzerland, assisted by roughly 3'200 employees in 79 subsidiaries in 38 countries. With a fleet of over 42'000 specialised tank and dry bulk containers and almost 1'000 trucks, we transport, store, and distribute the goods of our customers to consignees all over the world. In the meantime, we operate 30 intermodal rail terminals throughout Europe to ensure additional capacities within the rapidly growing intermodal transport market.

In the last decade, we have built an extensive network of offices worldwide in strategic locations. We established close collaborations with a network of trusted partner agencies to support and foster our rapidly growing global Business. Profiting from our rich experience in safe and sustainable transportation of chemical goods in Europe, we swiftly became one of the major players in the global tank container business. We support traditional and new customers with our services.

As a family-owned company, we aspire to be the most attractive employer in our industry. We aim to be a lifetime employer that promotes diversity of cultures and genders.



Our Vision and Values

For our strategy period 2026, we have developed the following vision statement and set of core values:

Strategy Statement

As a service provider focused on end-to-end supply chain services for the chemical industry, we aim to be recognized in the industry as pioneer in safety, innovation, service quality, and sustainability. We focus our growth targets on business segments where we can achieve or expand a leading position.

We focus on markets and business segments where we can achieve or further improve a leading position. We invest in digital transformation, modern information technology, safe logistics infrastructure and intermodal transport. This allows us to be the preferred partner of our customers in the design of robust and efficient supply chains. We have the ambition to be the most attractive employer in the industry. As a family business, we are a life-time employer. We actively promote diversity of cultures and genders.

“We are the **preferred provider** of **robust** and **efficient supply chain services** for the chemical industry. We set the **benchmark** in **safety, innovation, service quality** and **sustainability**. As a **family business**, the **long-term well-being** of our **employees**, the **society** and the **environment** is embedded in our culture.”



<i>Introduction</i>	Sustainability Programme	<i>Business Ethics</i>	<i>Labour and human rights</i>	<i>Environment</i>	<i>Sustainable procurement</i>
Sustainability Strategy	<i>Stakeholder Engagement</i>	<i>Materiality Analysis</i>	<i>Standards and certifications</i>	<i>Initiatives</i>	<i>UNSDG</i>

Our sustainability strategy

Last year we modernised and redesigned our company's approach towards "Sustainability" and how we deal with it. We have established an overworked, comprehensive sustainability strategy built on four pillars: Environment, Labour and human rights, Business ethics, and Sustainable Procurement. Each of these pillars is crucial to ensuring our operations are environmentally and socially responsible and economically sustainable in the long term.



"Business Ethics"

We are committed to conducting our business with the highest integrity and ethics. We have a zero-tolerance policy for corruption and bribery and ensure compliance with all relevant laws and regulations. We have implemented a comprehensive whistle-blower policy that provides our employees with a safe and confidential way to report any concerns about unethical behaviour. We also ensure that our suppliers and partners share our commitment to ethical conduct and compliance with relevant laws and regulations. Our goals, efforts and actions taken concerning this topic are summarised in our "Business ethics policy".

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"Labour and Human Rights"

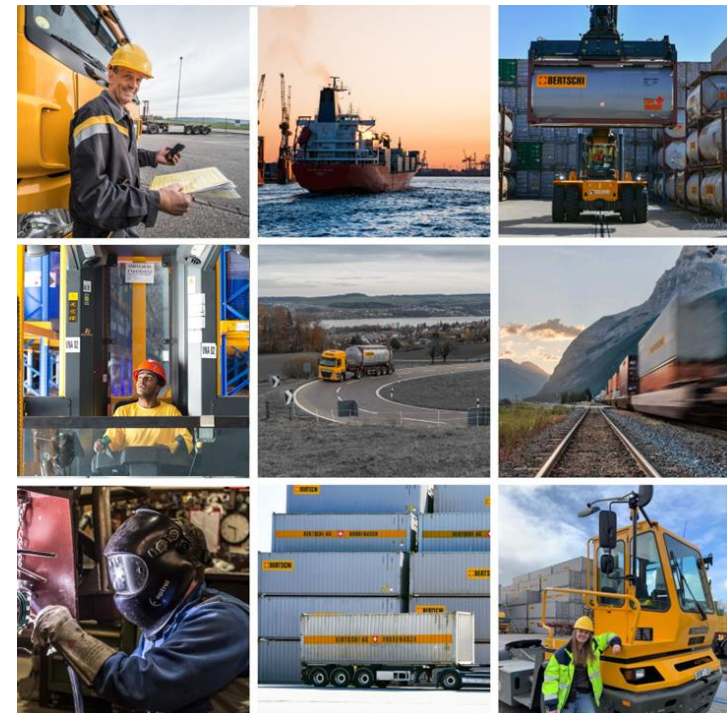
We believe that respecting human rights and promoting the welfare of our employees, as well as those of our suppliers and customers, is critical to our success. We ensure that all our employees are treated with respect and dignity and that their rights to fair wages, working hours, and safe working conditions are protected. We have implemented comprehensive training programs to ensure that our employees are aware of our policies on human rights, including training on diversity and inclusion and the prevention of discrimination and harassment. In addition, we have established a supplier code of conduct that sets out our expectations for our suppliers to respect human rights. We are committed to working with suppliers who share our values and commitment to human rights. Our "Labour and human rights Policy" summarises all our efforts, goals and actions.

"Environment"

We recognise that climate change and environmental degradation are significant global challenges that require urgent action. We aim to reduce our carbon footprint and waste production to minimise environmental impact. We are continuously improving our logistics operations to reduce our greenhouse gas emissions, increase the share of intermodal transport, and minimise the adverse effects on air and water quality. In addition, we have implemented several measures to reduce energy consumption in our warehouses, offices and on our terminals. All our efforts, goals and actions taken are summarised in our "Environmental Policy".

"Sustainable Procurement"

Our procurement practices significantly impact the environment and society. We have implemented a sustainable procurement policy that requires us to consider environmental, social, and ethical factors when selecting suppliers and products. We work closely with our suppliers to ensure they share our commitment to sustainability, and we encourage them to adopt sustainable practices throughout their operations. We prioritise suppliers certified according to internationally recognised sustainability standards, such as ISO 14001, ISO 9001, SQAS, etc.



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Stakeholder Engagement

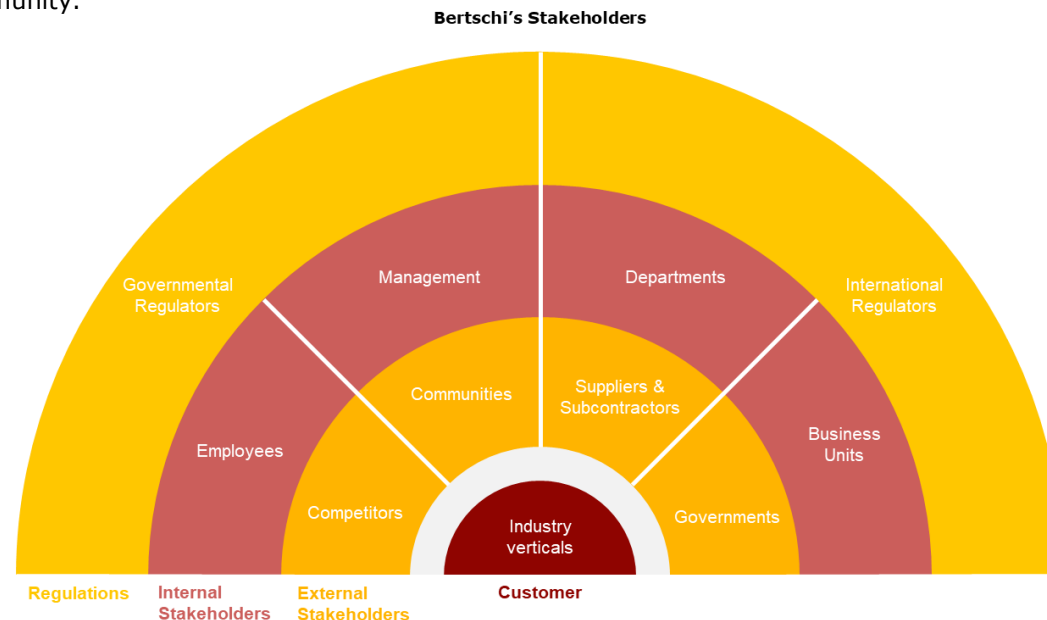
Sustainability has a critical role in our business and the broader community. Our sustainability report emphasises the importance of involving all relevant stakeholders in our sustainability strategy. This includes our employees, customers, suppliers, regulators, and the broader community.

Involving all stakeholders in our sustainability efforts is essential for achieving meaningful and lasting change towards a more sustainable future. Working together towards a common goal can reduce our environmental impact, enhance our social responsibility, and create economic value for all parties involved. It builds trust, creates transparency, and increases credibility with all parties, making securing buy-in and support for our sustainability initiatives easier. We are committed to continuing our efforts to involve all relevant stakeholders in our sustainability strategy and to work towards a more sustainable future for all.

We invest our experience and financial resources in various industry associations around the globe. Through these collaborations, we can share knowledge, expertise, and resources to tackle the complex challenges facing our industry and the broader community.

Our activities within these associations, initiatives, workgroups, and task forces include sharing best practices, developing industry standards, and collaborating on (sustainability-related) projects. These collaborations help us align our sustainability goals with global best practices and enable us to contribute to developing sustainable solutions.

We are a proud member of various work groups, committees, executive boards, task forces and committees within EPCA (European Petrochemical Association), ECTA (European Chemical Transport Association), ITCO (International Tank Container Organisation), EFTCO (European Federation of Tank Cleaning Organisations), ERSC (European Road Safety Charter), ASTAG (Swiss Road Transport Association), Spedlogswiss (Association of Swiss forwarding and logistics companies), SFC (Smart Freight Center), GLEC (Global Logistics Emission Council), and many more.



Materiality Analysis

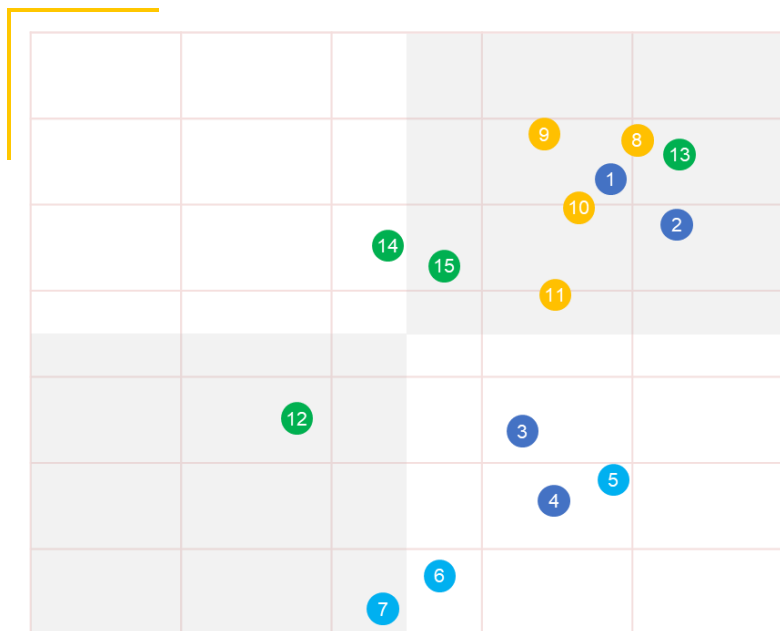
In early 2023, we conducted a materiality analysis, which helped us identify the topics and aspects significant to our internal and external stakeholders. The outcome of this analysis enables us to establish priorities and align our sustainability reporting and strategy accordingly. The materiality analysis plays a crucial role in ensuring that we transparently address the most critical sustainability issues and report on them.

The materiality analysis contained a selection of 15 relevant vital topics, each linked to one (or more) of the four sustainability strategy categories mentioned above. The participants had to rate these topics with numbers from 1 (not important/unlikely) to 10 (very important/certain) in two categories each. One category rated the potential impact (significance) of each of the 15 topics on our company and stakeholders. The impact could be financial, environmental, reputational, or social. The second rating described the likelihood (probability) of a topic occurring or becoming a concern for our company and stakeholders.

Factors influencing the likelihood could be trends, stakeholder concerns, changing requirements, regulatory changes, or developments within the industry.

Stakeholders

We analysed 123 replies (30% external, 70% internal) for this analysis. 8% of the internal stakeholders who sent their feedback are members of the Group Management Board or hold other top management functions. 58% are members of the middle (Subsidiary Management, Head of departments) or lower management (team lead, etc.). 34% of the internal respondents are employees without any direct management responsibility.



- 1 Business Integrity
- 2 Data privacy and security
- 3 Business preparedness, resiliency and emergency response
- 4 Responsible communication
- 5 Customer relations and satisfaction
- 6 Sustainable supply chain
- 7 Supplier engagement
- 8 Employee satisfaction
- 9 Employee development
- 10 Occupational health and safety
- 11 Human rights, diversity and equal opportunities
- 12 Waste management and recycling
- 13 Management of dangerous goods
- 14 Reduction of greenhouse gas emissions
- 15 Efficient use of resources

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Grouping the critical topics for internal and external stakeholders reveals several topics within the top priorities and with the lower-ranked topics. As the combined scores of severity and probability indicate, here are the top five rated issues across internal and external stakeholders:

- ❑ Business Integrity 17.6
- ❑ Data privacy and security 17.5
- ❑ Employee satisfaction 17.9
- ❑ Employee development 17.8
- ❑ Mgmt. of dangerous goods 17.9

The first two priority topics are covered in chapter 4 of this report, "Business Ethics". This chapter highlights the significance of business integrity, data privacy and security, and ensuring compliance with our guidelines and policies.

Meanwhile, chapters 5 and 6, "Labour and Human Rights" and "Environment," explore the outcomes related to employee satisfaction, development, and the management of dangerous goods, emphasising our commitment to the well-being of our workforce and responsible environmental practices.

	Stakeholders	Significance	Probability
Business Integrity	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Data privacy and security	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Business preparedness, resiliency and emergency response	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Responsible communication	Internal	Top five topics for internal stakeholders	Three topics with the lowest importance for external stakeholders
	External	Top five topics for external stakeholders	Three topics with the lowest importance for external stakeholders
Customer relations and satisfaction	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Sustainable supply chain	Internal	Three topics with the lowest importance for internal stakeholders	Three topics with the lowest importance for external stakeholders
	External	Three topics with the lowest importance for internal stakeholders	Three topics with the lowest importance for external stakeholders
Supplier engagement	Internal	Three topics with the lowest importance for internal stakeholders	Three topics with the lowest importance for external stakeholders
	External	Three topics with the lowest importance for internal stakeholders	Three topics with the lowest importance for external stakeholders
Employee satisfaction	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Employee development	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Occupational health and safety	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Human rights, diversity and equal opportunities	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Waste management and recycling	Internal	Three topics with the lowest importance for internal stakeholders	Top five topics for external stakeholders
	External	Three topics with the lowest importance for internal stakeholders	Top five topics for external stakeholders
Management of dangerous goods	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Reduction of greenhouse gas emissions	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders
Efficient use of resources	Internal	Top five topics for internal stakeholders	Top five topics for external stakeholders
	External	Top five topics for external stakeholders	Top five topics for external stakeholders

-  Top five topics for internal stakeholders
-  Top five topics for external stakeholders
-  Three topics with the lowest importance for internal stakeholders
-  Three topics with the lowest importance for external stakeholders

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Standards and Certifications

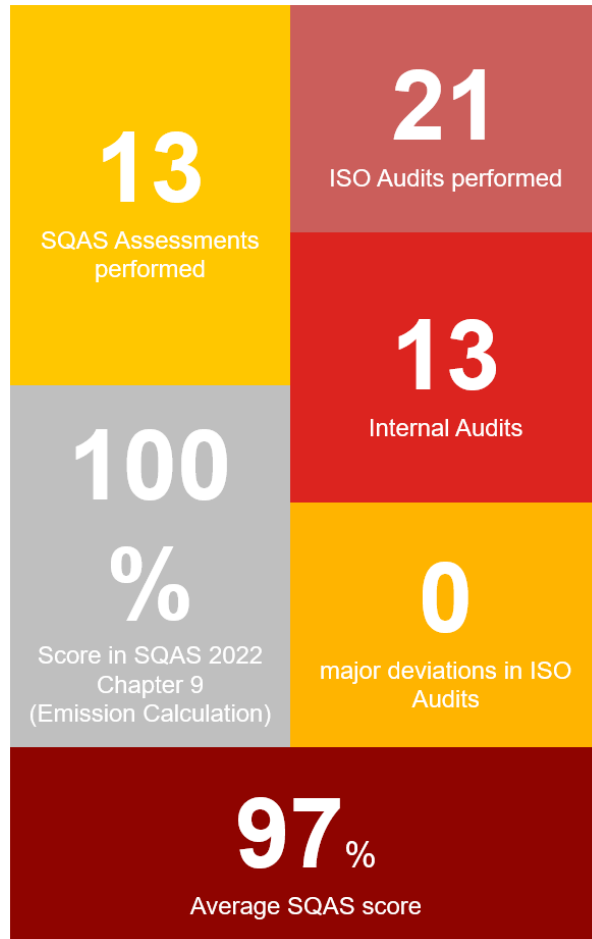


As a globally active logistics provider, we recognise the importance of adhering to various international standards and obtaining certification to ensure that our operations meet the highest quality, safety, and environmental sustainability standards. Some critical standards and certifications we prioritise include ISO 9001:2015 for quality management, ISO 14001:2018 for environmental management,

ISO 22000:2015 for food safety management and ISO 45001:2018 for occupational health and safety management. Furthermore, we also adhere to industry-specific standards such as the Chemical Distribution Institute (CDI), Authorised Economic Operator (AEO), and the Safety and Quality Assessment System (SQAS) for Transport Service, Tank Cleaning, and Warehouse operations. These standards provide

a framework for managing and improving our processes that meets the unique requirements of the chemicals and hazardous materials industry. We also recognise the importance of adhering to specific product and market requirements. For example, we are certified by GMP+ B4 for feed safety management and comply with Kosher requirements for transporting and handling kosher products.

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2022 Assessment Highlights

By prioritising these standards and certifications, we demonstrate our commitment to delivering high-quality logistics services that are safe, reliable, and environmentally sustainable. This helps us build trust with our customers and stakeholders, continuously improve our operations, and drive long-term success for our business.

These certifications and attestations are available for review on our website at <https://www.bertschi.com>, and we are happy to provide stakeholders with our detailed results and reports upon request.

We are pleased to announce that our recent audits and assessments were successful, with no significant deviations reported by the certification authorities. There were some minor deviations and recommendations, which we took as opportunities for continuous improvement. We promptly addressed them by action plans which were implemented in the relevant departments. The audit reports were shared with the relevant departments, the subsidiary managers and the Group Management Board.

Throughout the year, we additionally conducted 13 internal audits across seven countries with the key finding that one subsidiary that did not fully meet our quality standards. As a direct consequence of the detected situation, an internal report was conducted, which included a gap analysis and proposed measures escalated to the Group Management Board. The necessary actions were taken to achieve and ensure compliance in the following weeks.

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Initiatives

ECTA Responsible Care

We have been a member of the ECTA Responsible Care initiative since its launch in 2009, demonstrating our commitment to continuously improving health, safety, and environmental performance within the chemical industry. Through actively engaging in this program, we regularly contribute data on our operations, enabling us to benchmark our performance with the industry and identify areas for improvement.

The Responsible Care initiative is a voluntary commitment by the chemical industry and its logistic partners to go above and beyond regulatory requirements to protect human health and the environment. This includes implementing rigorous safety and environmental management systems, ensuring responsible handling, and transporting of chemicals, and engaging in open dialogue with stakeholders on sustainability issues.

As a co-founder and member of this initiative of ECTA, we are dedicated to minimising our environmental impact and protecting the health and safety of our employees, customers, and communities.

We take our commitment to Responsible Care seriously and are constantly striving to improve our operations to meet or exceed the high standards of this program.

Our intermodal share of almost 90% has enabled us to make significant strides in reducing our environmental impact by curbing greenhouse gas emissions. Moreover, this mode of transport has also resulted in fewer accidents and incidents along the transportation chain.

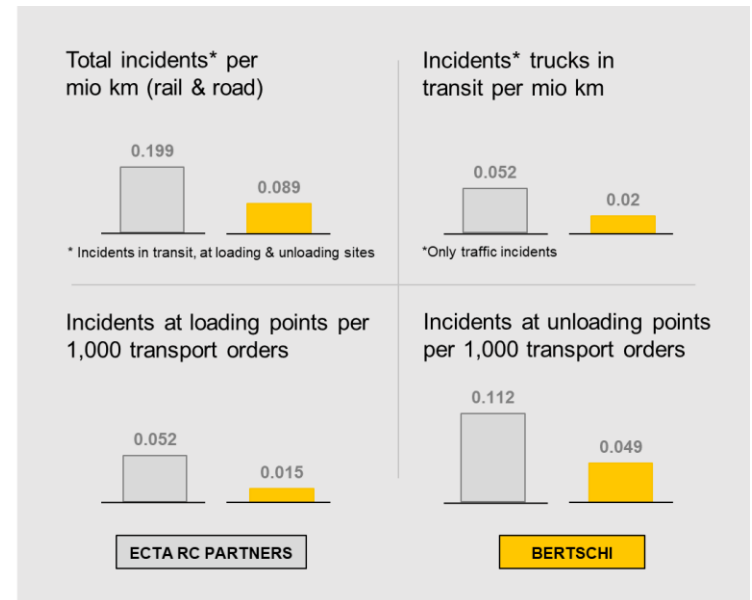
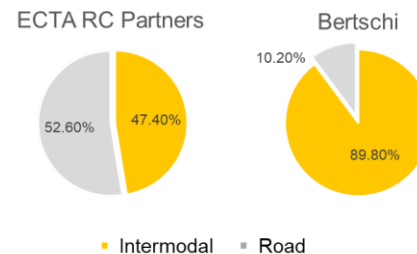
This can be attributed to our diligent efforts to train our drivers and subcontractors following Best Practice Guidelines and BBS standards, resulting in fewer incidents at loading and unloading stations than our colleagues in the RC partner network.

Website:

<https://www.ecta.com/responsible-care/>



SAFETY BENCHMARK Bertschi vs ECTA Responsible Care (RC) Partners



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Operation Clean Sweep

As a logistics service provider, we recognise the importance of protecting the environment and preventing pollution. We are proud to be the first logistics service provider to sign up for the Operation Clean Sweep initiative in 2016.

Operation Clean Sweep is a global program to reduce plastic pellet loss and promote best practices for handling and transporting plastic materials. As a participant in this initiative, we have committed to implementing measures to prevent plastic pellet loss throughout our operations, including proper handling, storage, and transportation procedures.

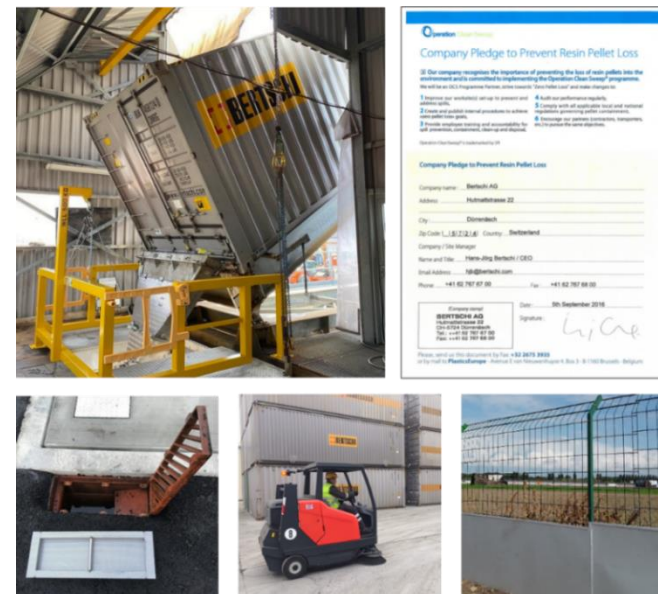
To ensure compliance with Operation Clean Sweep (OCS) principles, we have implemented various measures:

- ❑ Conducted special OCS audits combined with internal audits
- ❑ Appointed a local OCS ambassador in every subsidiary
- ❑ Amended the working instructions for drivers and subcontractors, including the driver manual
- ❑ Introduced special loading rings to minimise the distance between the loading tube and container to prevent spillages
- ❑ Installed sieves and pellet separators in open-loop cooling and water systems on the terminals
- ❑ Mounted retention nets to prevent pellets from being blown away from the terminal into the environment
- ❑ Conducted regular cleaning and observation tours on the terminals
- ❑ Equipped every truck with the necessary tools to clean up and remove potentially spilt pellets or powder at loading and unloading stations.

Our participation in Operation Clean Sweep has also demonstrated our dedication to sustainability and responsible business practices. We recognise that protecting the environment is essential to the communities we serve but also for the long-term success of our business.

Furthermore, Operation Clean Sweep has become essential to the new SQAS 2022 questionnaire. This highlights the importance of the initiative and our ongoing commitment to its principles. We will continue to promote best practices and work towards a more sustainable future by participating in programs like Operation Clean Sweep.

Website: <https://www.opcleansweep.eu/>



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EcoVadis

We recognise the importance of sustainability efforts concerning ESG (Environmental, Social, and Governance) and its impact on our business and the world. We take great pride in being rated on the EcoVadis platform, a leading sustainability assessment tool that evaluates companies based on four key pillars.

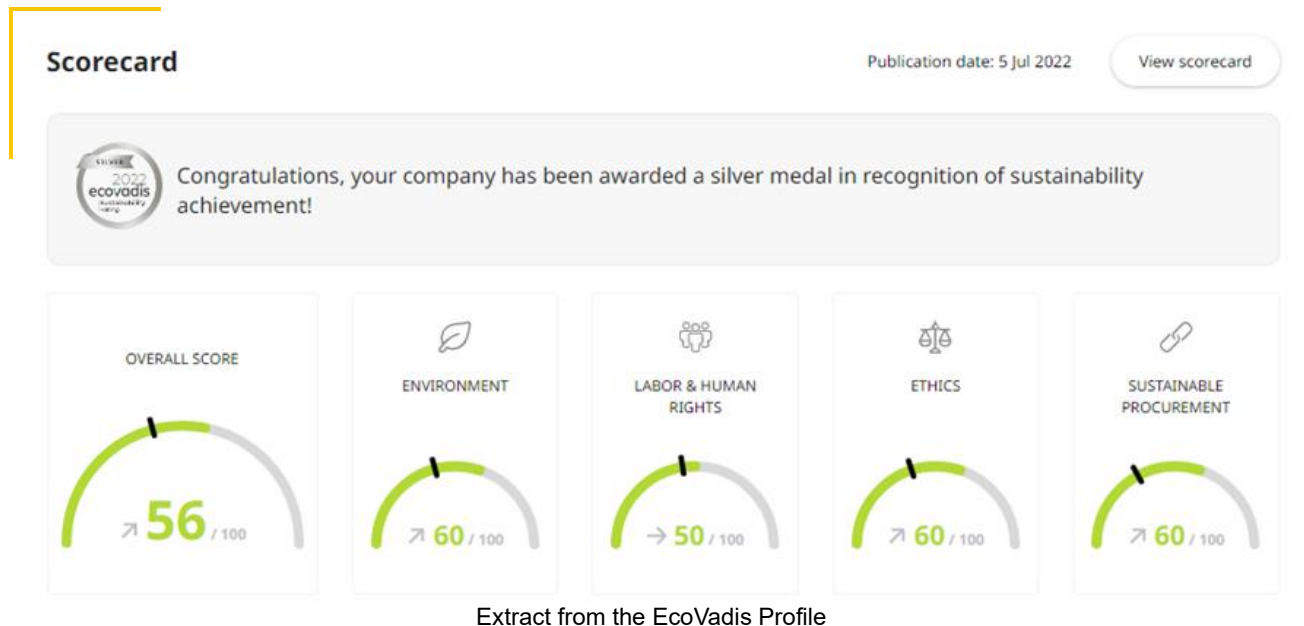
The platform's four pillars include Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. Each pillar covers various criteria, from greenhouse gas emissions and waste management to labour practices and human rights policies.

EcoVadis has become a globally recognised and trusted platform for sustainability assessment, with over 100,000 companies rated to date. Businesses, investors, and procurement teams use the platform's ratings to assess the sustainability performance of their suppliers and partners.

Our Silver Medal achievement on the EcoVadis platform indicates that we have performed well in these areas and demonstrates our commitment to corporate social responsibility. We are proud to belong to the best 25% of companies rated on the platform and to be in the top 10% of companies in the transportation sector.

Continuous improvement is critical to maintaining our rating and contributing to a more sustainable future. By working towards the EcoVadis criteria, we can ensure our business is profitable, socially, and environmentally responsible.

Website: <https://ecovadis.com/>



Introduction	Sustainability Programme	Business Ethics	Labour and human rights	Environment	Sustainable procurement
Sustainability Strategy	Stakeholder Engagement	Materiality Analysis	Standards and certifications	Initiatives	UNSDG

CDP - Carbon Disclosure Project

The CDP disclosure platform is crucial in driving corporate sustainability by providing a comprehensive framework for companies to disclose their environmental impact. As a global logistics provider, we recognise the importance of being transparent and accountable for our carbon footprint. Thus, we have participated in the CDP disclosure platform for several years.

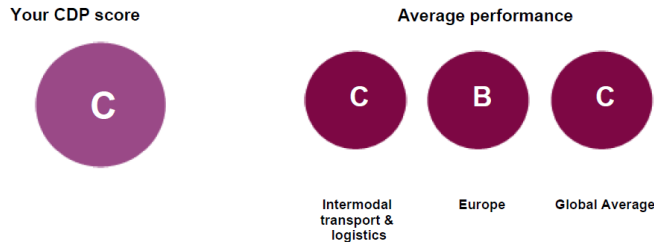
We proudly report that we received a C in the "climate change report" category, the average grade in Europe and within our industry. While we acknowledge that there is still room for improvement, this rating demonstrates our commitment to continuously reducing our carbon emissions and mitigating our environmental impact.

Moreover, we are delighted to have received a B- in the "supplier engagement rating" category, above the global, European, and industry averages. This rating reflects our efforts to engage with our suppliers and encourage them to adopt sustainable practices, which is crucial in reducing our collective environmental impact.

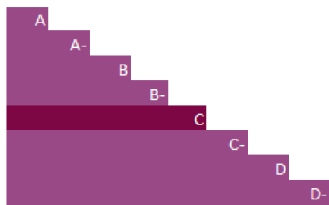
Participating in the CDP disclosure platform allows us to benchmark our sustainability efforts against our peers, identify areas for improvement, and showcase our progress to our stakeholders. We believe transparency and accountability are essential in driving meaningful change and accelerating the transition towards a more sustainable future.

Moving forward, we will continue to prioritise our sustainability efforts and work towards improving our ratings on the CDP disclosure platform. We are committed to playing our part in mitigating climate change and promoting a more sustainable future.

Website: <http://www.cdp.net>



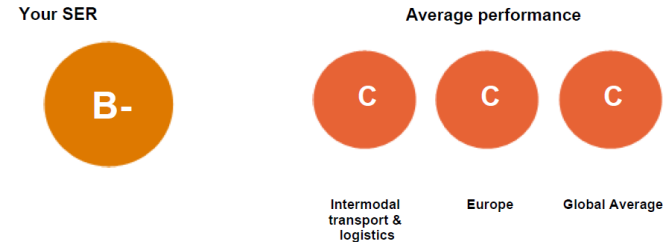
UNDERSTANDING YOUR SCORE REPORT



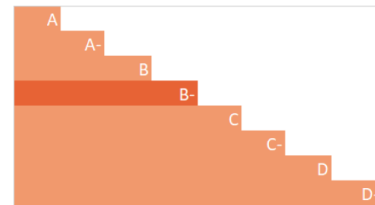
Bertschi AG received a C which is in the Awareness band. This is lower than the Europe regional average of B, and the same as the Intermodal transport & logistics sector average of C.

- Leadership (A/A-)**: Implementing current best practices
- Management (B/B-)**: Taking coordinated action on climate issues
- Awareness (C/C-)**: Knowledge of impacts on, and of, climate issues
- Disclosure (D/D-)**: Transparent about climate issues

CDP Score 2022



UNDERSTANDING YOUR SCORE REPORT



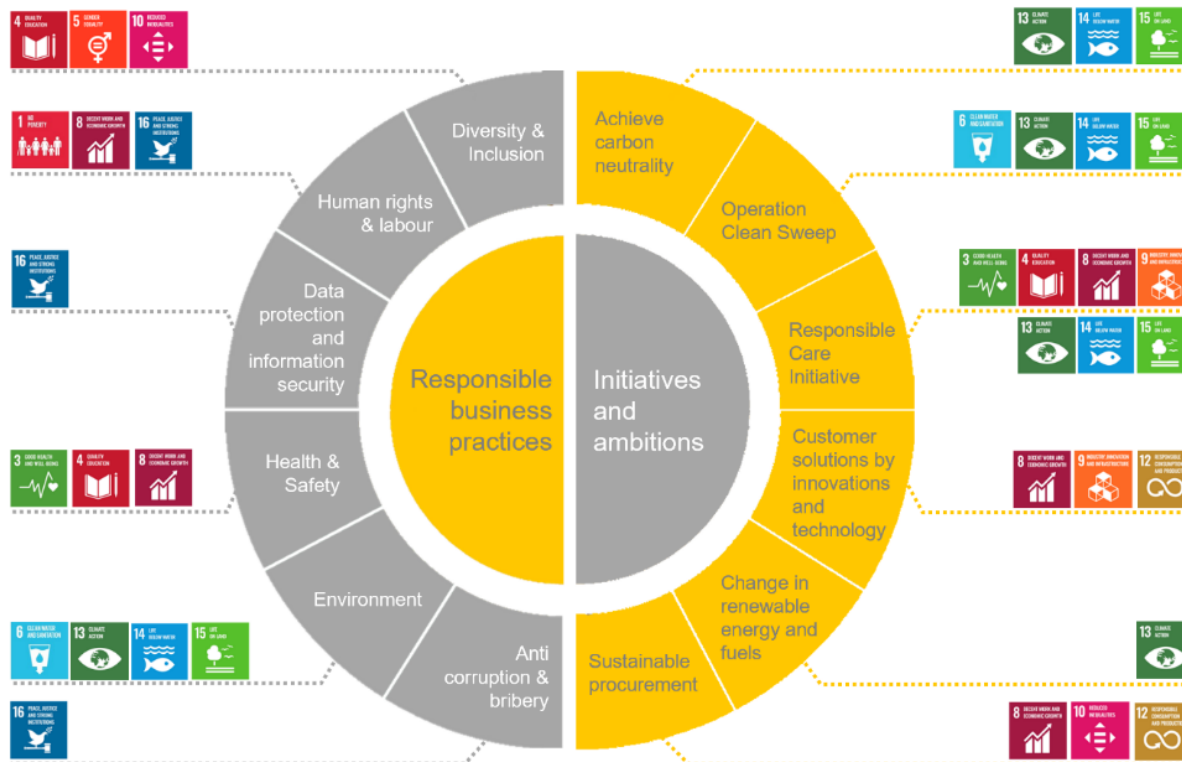
Bertschi AG received a B- which is in the Management band. This is higher than the Europe regional average of C, and higher than the Intermodal transport & logistics sector average of C.

- Leadership (A/A-)**: Implementing current best practices
- Management (B/B-)**: Taking coordinated action on supplier engagement issues
- Awareness (C/C-)**: Knowledge of impacts on, and of, supplier engagement issues
- Disclosure (D/D-)**: Transparent about supplier engagement issues

CDP Supplier Engagement Score 2022

Introduction	Sustainability Programme	Business Ethics	Labour and human rights	Environment	Sustainable procurement
Sustainability Strategy	Stakeholder Engagement	Materiality Analysis	Standards and certifications	Initiatives	UNSDG

UN Sustainable Development Goals
















The United Nations Sustainable Development Goals (SDGs) are 17 global goals regarding sustainability-related issues. They express the most critical global challenges the global community has identified as future priorities and encourage governments, corporations, and non-profit organisations to collaborate on solutions for them.

World leaders adopted the goals in September 2015, intending to end poverty, protect the earth and ensure prosperity for all by 2030. (<https://sdgs.un.org/goals>)

Our sustainability programme is part of our company-wide sustainability strategy and contains elements of social, environmental and governance topics. With our business practices, due to participating in various initiatives, and with our ambitious projects and goals, we cover 13 SDGs.

Out of scope for us as an individual company are SDG 2 (zero hunger), 7 (affordable and clean energy), 11 (sustainable cities and communities) and 17 (partnership for the goals).

SDG	Actions	Company policy documents
 1 No Poverty	<ul style="list-style-type: none"> ☒ Compliance with all applicable laws and legislations ☒ No use of forced or involuntary or child labour ☒ Provide equal employment and career opportunities ☒ Promotion of welfare and wellbeing ☒ Ensure open and fair competition 	<ul style="list-style-type: none"> ☒ Code of Business Conduct ☒ CSR / ESG Guideline ☒ Supplier Code of Conduct ☒ Company goals
 3 Good health and well being	<ul style="list-style-type: none"> ☒ Providing a safe and healthy work environment ☒ Performing Task Risk assessments ☒ Monitoring and evaluation of incidents and injuries ☒ Drug and alcohol testing ☒ Performing Behaviour Based Safety (BBS) training ☒ Maintain ISO450001 certification ☒ SQAS attestation for 13 main subsidiaries ☒ Internal audits for all subsidiaries ☒ Make use of "Best practice guidelines" 	<ul style="list-style-type: none"> ☒ Code of Business Conduct ☒ CSR / ESG Guideline ☒ Supplier Code of Conduct ☒ Company guidelines ☒ Company goals ☒ SHEQ & Training goals ☒ Responsible care guideline ☒ SHEQ Guideline
 4 Quality education	<ul style="list-style-type: none"> ☒ Performing Behaviour Based Safety (BBS) training ☒ Individual product and customer-specific training ☒ Offering language and leadership training ☒ External IMDG and ADR training ☒ Execute internal workshop training ☒ Monitoring training days per employee ☒ Provide a digital learning platform ☒ Ensuring proper training plans and career developments 	<ul style="list-style-type: none"> ☒ CSR / ESG Guideline ☒ Company guidelines ☒ Company goals ☒ SHEQ & Training goals ☒ Responsible care guideline ☒ SHEQ Guideline
 5 Gender equality	<ul style="list-style-type: none"> ☒ Using standard recruiting processes and procedures ☒ Grievance and Whistleblower processes ☒ Compliance with all applicable laws and legislations ☒ Provide equal employment and career opportunities 	<ul style="list-style-type: none"> ☒ Code of Business Conduct ☒ CSR / ESG Guideline ☒ Supplier Code of Conduct ☒ Company guidelines ☒ Company goals
 6 Clean water and sanitation	<ul style="list-style-type: none"> ☒ Member of Operation Clean Sweep ☒ Prevent spillage of plastics and powders into the environment by OCS measures ☒ Use of SQAS assessed and EFCTO cleaning stations 	<ul style="list-style-type: none"> ☒ Supplier Code of Conduct ☒ Company goals ☒ SHEQ & Training goals ☒ Environmental goals
 8 Decent work and economic growth	<ul style="list-style-type: none"> ☒ Whistleblowing & Grievance process ☒ Employee surveys ☒ Regular appraisal talks 	<ul style="list-style-type: none"> ☒ Code of Business Conduct ☒ CSR / ESG Guideline ☒ Company goals ☒ Responsible care guideline
 9 Industry, Innovation and Infrastructure	<ul style="list-style-type: none"> ☒ Investing in developing own terminals ☒ Buildup of company training and storage facilities ☒ Develop and implement value-added concepts for customers ☒ On-site logistics concepts ☒ Membership in different committees, initiatives and associations 	<ul style="list-style-type: none"> ☒ CSR / ESG Guideline ☒ Company goals ☒ Responsible care guideline
 10 Reduce inequalities	<ul style="list-style-type: none"> ☒ Whistleblowing & Grievance process ☒ Employee surveys ☒ Exit interviews ☒ Regular appraisal talks ☒ Supplier code of conduct 	<ul style="list-style-type: none"> ☒ Code of Business Conduct ☒ CSR / ESG Guideline ☒ Company guidelines ☒ Company goals
 12 Responsible consumption and production	<ul style="list-style-type: none"> ☒ MAPON Performance monitoring ☒ Reducing Idling and Coasting ☒ Increase Euro 6 trucks within the fleet 	<ul style="list-style-type: none"> ☒ CSR / ESG Guideline ☒ Supplier Code of Conduct ☒ Company goals ☒ SHEQ & Training goals
 13 Climate action	<ul style="list-style-type: none"> ☒ Modal shift of 90% intermodal ☒ CO₂ measuring and reduction plan ☒ MAPON Performance monitoring ☒ Reducing Idling and Coasting ☒ Increase Euro 6 trucks within the fleet 	<ul style="list-style-type: none"> ☒ CSR / ESG Guideline ☒ Supplier Code of Conduct ☒ Company goals ☒ SHEQ & Training goals ☒ Environmental goals ☒ Responsible care guideline ☒ SHEQ Guideline

	<p>14 Life below water</p>	<ul style="list-style-type: none"> ❑ Member of Operation Clean Sweep ❑ Prevent spillage of plastics and powders into the environment by OCS measures ❑ Use of SQAS assessed and EFCTO cleaning stations 	<ul style="list-style-type: none"> ❑ CSR / ESG Guideline ❑ Supplier Code of Conduct ❑ Company goals ❑ Environmental goals ❑ Responsible care guideline ❑ SHEQ Guideline
	<p>15 Life on land</p>	<ul style="list-style-type: none"> ❑ Monitoring and avoiding product spillages ❑ Increase Euro 6 trucks within the fleet ❑ MAPON Performance monitoring ❑ Ecofriendly terminal equipment ❑ Member of Operation Clean Sweep ❑ Prevent spillage of plastics and powders into the environment by OCS measures 	<ul style="list-style-type: none"> ❑ CSR / ESG Guideline ❑ Supplier Code of Conduct ❑ Company goals ❑ Environmental goals ❑ Responsible care guideline ❑ SHEQ Guideline
	<p>16 Peace, justice and strong institutions</p>	<ul style="list-style-type: none"> ❑ Compliance with all applicable laws and legislations ❑ No use of forced or involuntary or child labour ❑ Clear policy about corruption, bribery and money laundering 	<ul style="list-style-type: none"> ❑ Code of Business Conduct ❑ CSR / ESG Guideline ❑ Supplier Code of Conduct ❑ Company goals



Business Integrity

As a company, we take business ethics very seriously. Our commitment to ethical practices and conduct is not only essential for the success of our business, but it also shapes the perception of our brand and reputation. This is why we have implemented a comprehensive approach to addressing bribery and corruption, gifts and hospitality, conflicts of interest, money laundering, and fraud.

We have conducted risk assessments on each of these matters to prevent any violation of ethical standards. We have analysed potential risks and identified key areas where our company may be vulnerable to unethical practices. This has allowed us to take proactive measures and implement policies and procedures to mitigate these risks.

Bribery and Corruption

Bribery and corruption are among our company's most critical areas of concern. These practices can severely affect our company, clients, and stakeholders. We have implemented a zero-tolerance policy for bribery and corruption to address this. We provide regular training to help our employees identify and avoid these practices. This includes training on the red flags that indicate potential bribery and corruption and how to report any suspected incidents.

Gifts and Hospitality

Gifts and hospitality are other areas that require careful attention. We are aware that these practices can be used to influence decision-making or create the appearance of impropriety. We have established clear guidelines on accepting gifts and hospitality to address this. Our employees are trained to identify and report any gifts or hospitality that may create a conflict of interest or appear improper.

Conflict of Interest

Conflicts of interest can arise when an employee has a personal interest that conflicts with their obligations to the company. These conflicts can compromise our business ethics and the integrity of our company. To address this, we have established clear guidelines for identifying and reporting conflicts of interest. We provide regular training to help our employees recognise and avoid these situations.

Money Laundering and Fraud

Money laundering and fraud are also areas that require our attention. We recognise that these practices can have severe legal and reputational consequences. We have implemented strict policies and procedures for identifying and

preventing money laundering and fraud. Our employees are trained to identify suspicious activities and to report any incidents to the relevant authorities.

Anticompetitive Practices

We prioritise fair competition and antitrust compliance. We have established clear policies and procedures to prevent anticompetitive practices such as cartel forming and abusing a dominant market position. To ensure compliance with antitrust laws, we have implemented a comprehensive compliance program that includes employee training, internal audits, and regular policy reviews.

Cartel forming is strictly prohibited, and we train our employees in relevant positions to identify and report potential cartel activities. We conduct regular internal audits on our subsidiaries to ensure we are not engaging in anti-competitive behaviour.

Our commitment to fair competition and antitrust compliance is essential to the success of our business. We promote a healthy market that benefits customers, competitors, and the economy by preventing anticompetitive practices. We will continue to prioritise fair competition and antitrust compliance in all our operations and remain vigilant against any potential violations of antitrust laws.

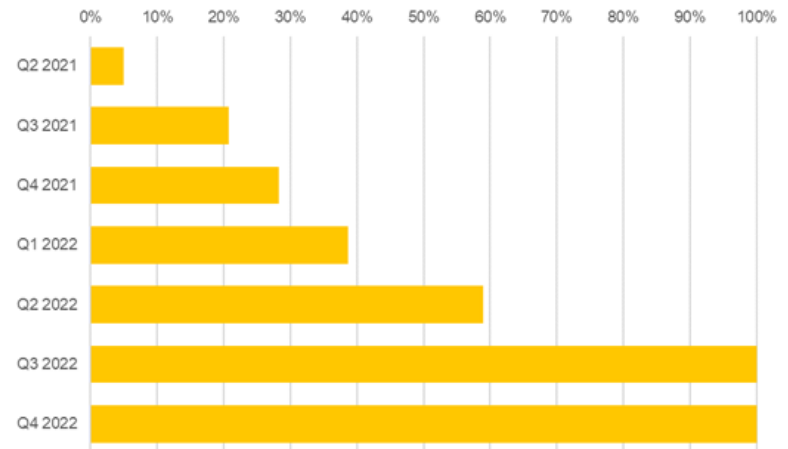
Ensuring Compliance

We have regularly conducted training sessions to ensure our employees know and comply with our ethical standards. These sessions cover a wide range of topics related to business ethics and strongly emphasise the significance of ethical behaviour. Additionally, we have thoroughly analysed the feedback received from our most recent Code of Conduct Compliance Questionnaire. This questionnaire enables employees to provide feedback on the effectiveness of our policies and procedures and report any concerns or violations anonymously.

Before launching the questionnaire, we aimed to achieve a 100% response rate and coverage from all relevant employees by the end of 2022. In the third quarter of 2022, we received over 2,300 responses and initiated the evaluation process.

We are pleased to report that no concerning reports were received through the questionnaire or our whistleblowing hotline. We acknowledge that this may indicate the effective prevention of ethical violations through our policies and procedures. However, we also recognise that the absence of reports does not guarantee the absence of violations.

Hence, we will continue diligently monitoring and reviewing our policies and procedures to ensure their effectiveness in preventing unethical practices.



Data Privacy and Security

As part of our commitment to responsible information management and data security, we have implemented a comprehensive program to ensure compliance with data protection laws and protect personal data against unauthorised access or disclosure.

One key component of our program is regular mandatory security awareness training for our employees. Using Proofpoint, we provide training on data security best practices, including identifying and responding to potential security threats and protecting personal data from unauthorised access or disclosure.

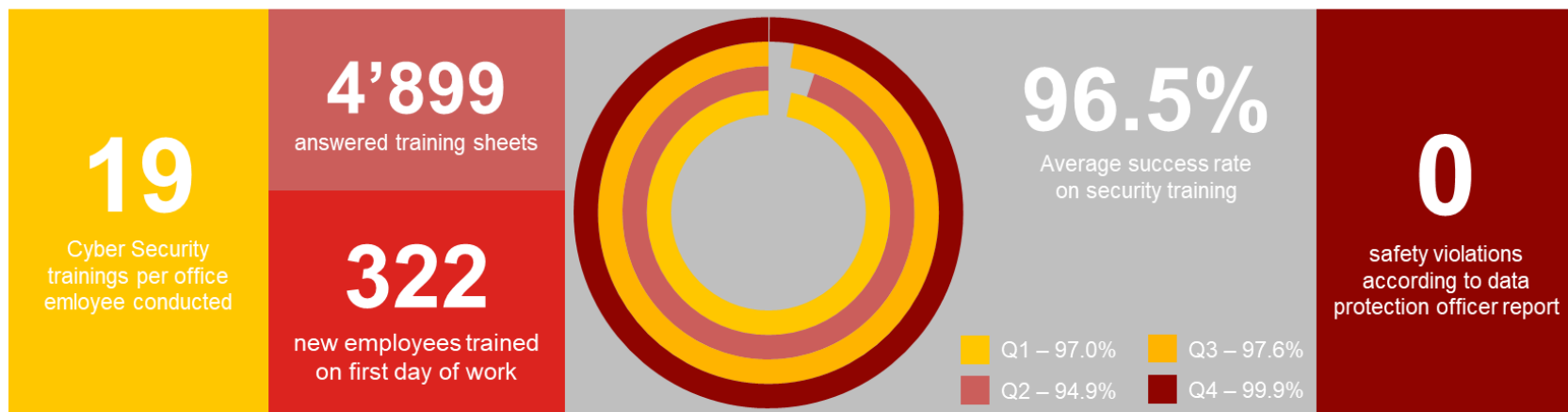
In addition to our employee training, we have conducted external risk assessments to test and improve our network security. We are better equipped to protect personal data against cyber-attacks and other security threats by identifying potential vulnerabilities and implementing appropriate security measures.

To ensure full compliance with the applicable data protection laws, we have appointed a GDPR officer to every subsidiary.

These officers are responsible for overseeing compliance with data protection laws, ensuring that our policies and procedures are up-to-date and reflect the latest legal requirements, and responding to any requests or inquiries related to data protection. Our commitment to responsible information management and data security is an ongoing effort, and we recognise that privacy and security are ongoing concerns that require constant attention and improvement. We will continue to invest in training, risk assessments, and compliance measures to protect personal data and maintain the trust of our customers.

In 2022 a total of 19 mandatory digital security training were sent out to all office employees. The average first-round success rate has been 97.4% for the entire year. Three hundred twenty-two new employees received a newly developed "first-day security awareness training" to ensure they understood the guidelines and the dos and don'ts.

Our data protection officer reported in their annual reports that there were no relevant violations of the security guidelines.



Occupational Health and Safety

Our company's highest priority is securing all our employee's health and safety. Our core values and principles prioritise protecting people's health and well-being, and we continuously strive to improve our preventive measures for occupational injuries.

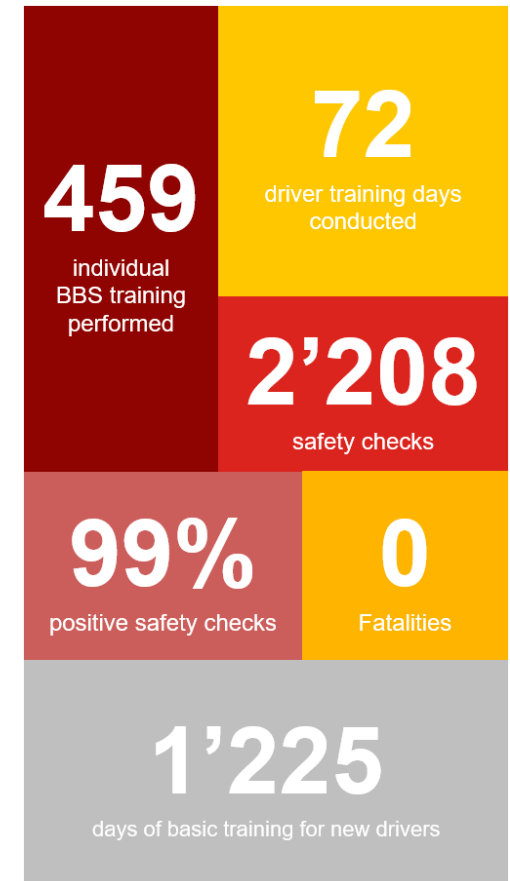
To achieve our goal of creating and maintaining safe workplaces for everyone, we employ solid safety measures, execute conscientious task risk analyses, and provide strong leadership. Central to our approach is our risk management system, which enables us to identify, assess, and manage health and safety hazards systematically. We communicate to all employees, subcontractors, and suppliers that we expect them to take responsibility for their safety and protect their colleagues and the communities in which they work.

Compliance with our standard operating procedures and processes is a must, and we are proud to have been ahead of the curve in introducing new safety and security concepts. In 2004 we introduced a Behaviour Based Safety (BBS) team to support, train, and educate our drivers. This team, along with our Group Management Board's zero alcohol and drug tolerance policy, forms the foundation of our safety and training program. Over the years, we have expanded and enriched the program to promote continuous improvement.

In 2022, our BBS team conducted over 459 individual BBS training sessions for our drivers, warehouse employees, cleaning operators, and terminal staff. They also provided 72 highly professional driver training sessions in 14 languages across Europe for our workforce and subcontractors. Our driver instructors in Switzerland contributed more than 1,225 days of basic training for our newly recruited drivers, ensuring their full compliance with the "Bertschi way of working."

Furthermore, we performed 2,208 safety checks in 2022 among our drivers and the workforce of our technical departments, such as truck repair shops, container repair workshops, and cleaning stations throughout Europe. We are pleased to report that we achieved more than 99.0% positive safety checks and did not record a positive alcohol measurement during the inspections.

In conclusion, our commitment to occupational health and safety reflects our broader commitment to labour and human rights. By prioritising the health and well-being of our people and promoting responsible information management and data security, we aim to create a sustainable and ethical workplace that supports our employees and benefits the communities in which we operate.



Lost Time Injury Frequency Rate

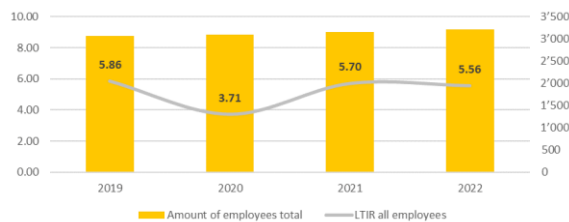
Utilising the Lost Time Injury Frequency Rate (LTIR) as a key performance indicator, we closely monitor the number of work-related incidents occurring per million work hours within our company, including all cases resulting in at least one day of work absence.

In 2022, all our employees conducted more than seven million working hours and achieved a remarkably low LTIR frequency rate of 5.56 incidents per million.

While the recorded LTIR figures in 2020 were notably lower due to widespread lockdowns and restrictions impacting work activities, we witnessed a slight increase in 2021 compared to the previous year.

Formula:

$(\text{Total Number of Lost Time Injury Events}) \times 1'000'000 / \text{total hours worked}$



However, our ongoing efforts and continuous focus on safety have since led to improvements, further enhancing our LTIR numbers for 2022.

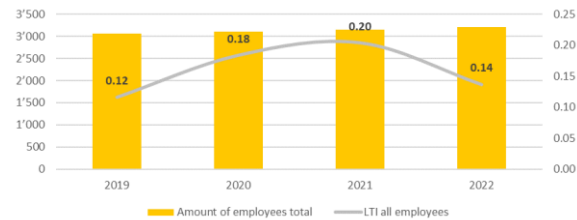
Our diligent approach includes meticulous internal investigations using root cause analysis for every incident leading to work absence, allowing us to gain valuable insights, identify areas for improvement, and implement targeted measures to prevent future incidents.

Lost Time Injury Severity Rate

Utilising the Lost Time Incident Severity Rate (LTI) as a key performance indicator, we assess the severity of incidents resulting in lost working days, calculated by multiplying the number of lost days by 1,000 and dividing it by the total number of working hours performed.

Formula:

$(\text{Total Number of Days Lost Due to Injuries}) \times 1'000 / \text{total hours worked}$



The significant decrease of nearly 30% in lost working days in 2022 compared to the previous year (0.14 vs 0.20) is a positive development that reflects a trend of incidents having less severe consequences, resulting in reduced days of absence.

Fatalities

In our role as an operational employer, we are fully aware of our significant responsibility for the welfare and safety of our workforce.

Therefore, we want to highlight that there were no fatal incidents at our operating sites in 2022.

This underlines our continued efforts in safety and the well-being of our employees. This pleasing result proves the effectiveness of our extensive safety measures and proactive steps to create a safe working environment.

Working Conditions



We strongly emphasise creating an inclusive and supportive work environment that prioritises the well-being of our employees. We believe in fair compensation, ensuring competitive wages aligned with industry standards and local regulations. We also maintain safe and comfortable working conditions, adhering to health and safety regulations while regularly conducting inspections to mitigate risks. Our commitment to work-life balance is reflected in our management of working hours, respecting labour laws to prevent excessive overtime and prioritising employee rest.

Open communication is at the core of our organisation, fostering an environment where information exchange is encouraged and valued. We actively seek feedback from our employees through various channels and provide opportunities for them to share ideas and concerns. Upholding human rights is a fundamental aspect of our operations, and we strictly prohibit child labour, unfree labour, and human trafficking. Robust policies and procedures are in place to verify our workers' age and employment status within our organisation and supply chains.

Internal communication sessions, including town hall meetings and team-building activities, foster collaboration and engagement among our employees. These sessions facilitate dialogue, provide updates, and address concerns, contributing to a positive and cohesive work environment.

Social Dialogue

As of 31 December 2022, we directly employed 3'210 people worldwide. About 80% of our workforce is based and works in Europe, 15% in Asia and the Middle East and 5% in North and South America.

In recent years, we have dedicated significant efforts to enhance gender equality within our company. Recognising the male-dominated nature of the logistics field, we actively sought to recruit and employ more women to foster diversity and strengthen our organisational culture. Our commitment to advancing women extends beyond mere compliance with legal obligations, as we aim to increase women's representation in leadership roles.

- ❑ 19% of our global workforce is female
- ❑ Women hold 45% of all office-based jobs
- ❑ Women currently hold 32% of leadership positions

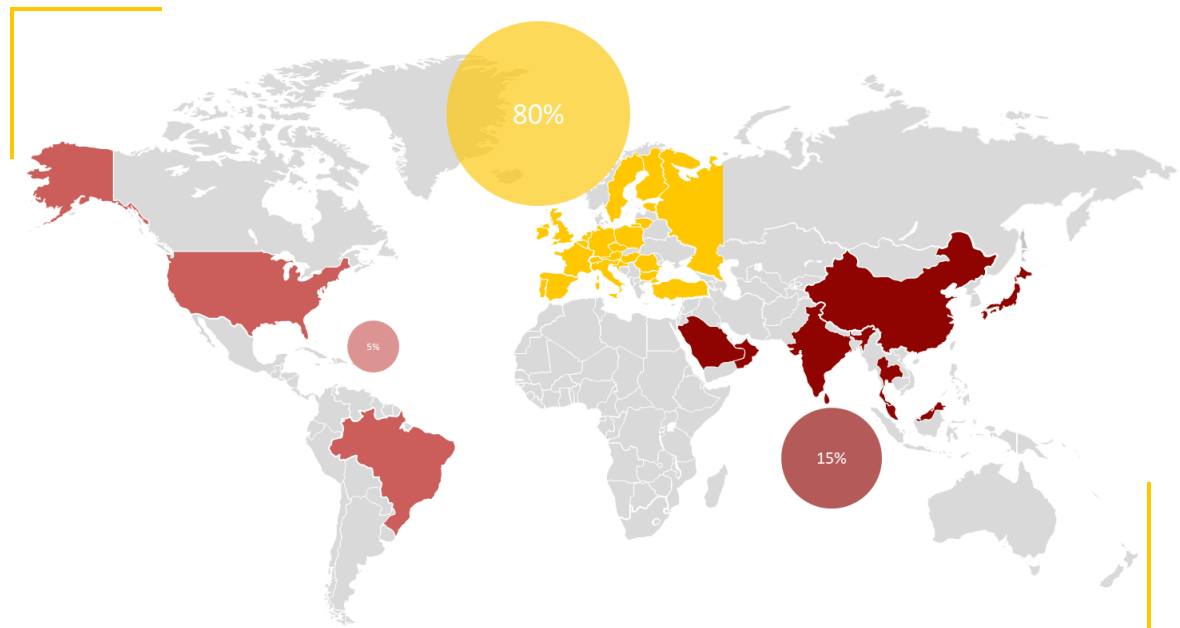
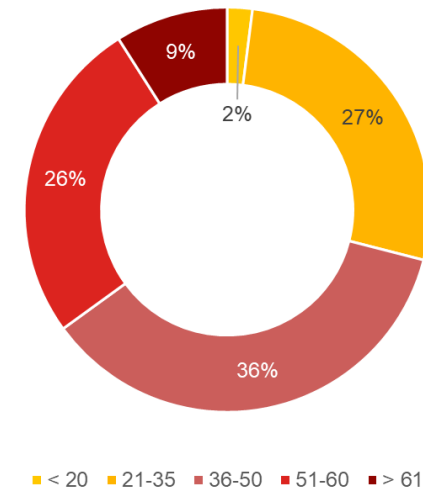
In our Swiss headquarters, we have created an inclusive environment that fosters collaboration and understanding among our diverse workforces.

With over 30 nationalities represented and employees speaking more than 40 languages at the headquarters, we actively promote open communication, respect for cultural differences, and exchanging ideas, ensuring that every voice is heard and valued.

The employee turnover rate demonstrated a positive trend, decreasing from 4.3% in 2021 to 3.3% in 2022. Furthermore, with an average length of employment currently standing at 8.38 years, we take pride in this figure, especially considering the significant growth in our workforce since the inception of the Business Global activities a decade ago.

Regarding the distribution of employees by age group, there were no significant changes compared to the previous report. Our workforce comprises 3% employees aged 20 or younger, 28% between 21 and 35, 36% between 36 and 50, 26% between 51 and 60, and approximately 7% 61 and above.

Employees Age Distribution



Employee Development

Providing equal access to training, development, and promotion opportunities fosters employee engagement, improves performance, and creates a more diverse and inclusive workforce. We engage in consultation, negotiation, and information exchange with our employees to improve productivity and competitiveness, enhance employee engagement and satisfaction, prevent and resolve conflicts, and comply with labour and human rights standards. We hold regular meetings and provide information and training to support effective social dialogue. We are committed to promoting open communication, mutual understanding, and the identification of common interests to build a positive and sustainable workplace culture.

Therefore, we ensure that all employees can develop their skills and careers regardless of gender, race, ethnicity, religion, age, disability, or sexual orientation. We have implemented mechanisms and procedures to support fair and transparent recruitment, selection, promotion, and performance evaluation processes and provide training and mentoring to support employees' career development.

We aim to build a workplace culture where everyone can reach their full potential and contribute to the company's success. Through a focused integration and development of talents and future leaders, we make a sustainable contribution toward a diverse, agile leadership team.

In 2022, we invested in more than 33'000 training hours for our employees to enrich their expertise, consolidate existing knowledge and help them become more efficient and safer in their daily work. Internal training courses contained:

- ☐ Dangerous goods and IMDG training
- ☐ Behaviour-based safety training
- ☐ Product and customer-specific training
- ☐ Driver training
- ☐ Workshop training
- ☐ Leadership training
- ☐ Language training



Impressions of Bertschi's Future Day 2022

Diversity, Equity and Inclusion



As a modern and employee-focused company, we recognise that diversity, equity, and inclusion are crucial pillars for fostering a thriving work environment. We are committed to creating a workplace where individuals from all backgrounds and experiences feel valued and respected. Our efforts extend beyond outward appearances and foster an inclusive culture that embraces diversity in age, religion, sexual orientation, thinking styles, and communication approaches.

By anchoring the values of inclusion and diversity into our company culture, we create a solid foundation to empower our (future) employees, ensuring that everyone has equal opportunities for growth and success. We understand that some of the most brilliant minds of modern history defy conventional stereotypes, and it is through an open and inclusive working culture that we can tap into the full potential of our workforce.

To support these ambitions, our top management has made it clear in our five-year strategy that achieving a gender-balanced representation is a priority.

We have set a goal of attaining a 50/50 split by gender in our company-wide trainee program. Additionally, we are dedicated to expanding and intensifying our global talent development pool, providing young people with the resources and support they need to realise their ambitions. Through these initiatives, we aim to create a diverse and inclusive environment where everyone can thrive and contribute to our success.

Road to Net Zero

According to the latest information of the SBTi (the Science Based Targets initiative, a partnership between CDP, the United Nations Global Compact, the World Resource Institute WRI and the Worldwide Fund for Nature WWF), a quarter of the worldwide CO₂e (carbon dioxide equivalent) emissions is caused directly or indirectly by the transport industry. It is the fastest growing source of emissions worldwide and a critical sector to become more sustainable and help keep global temperature rise below 2°C.

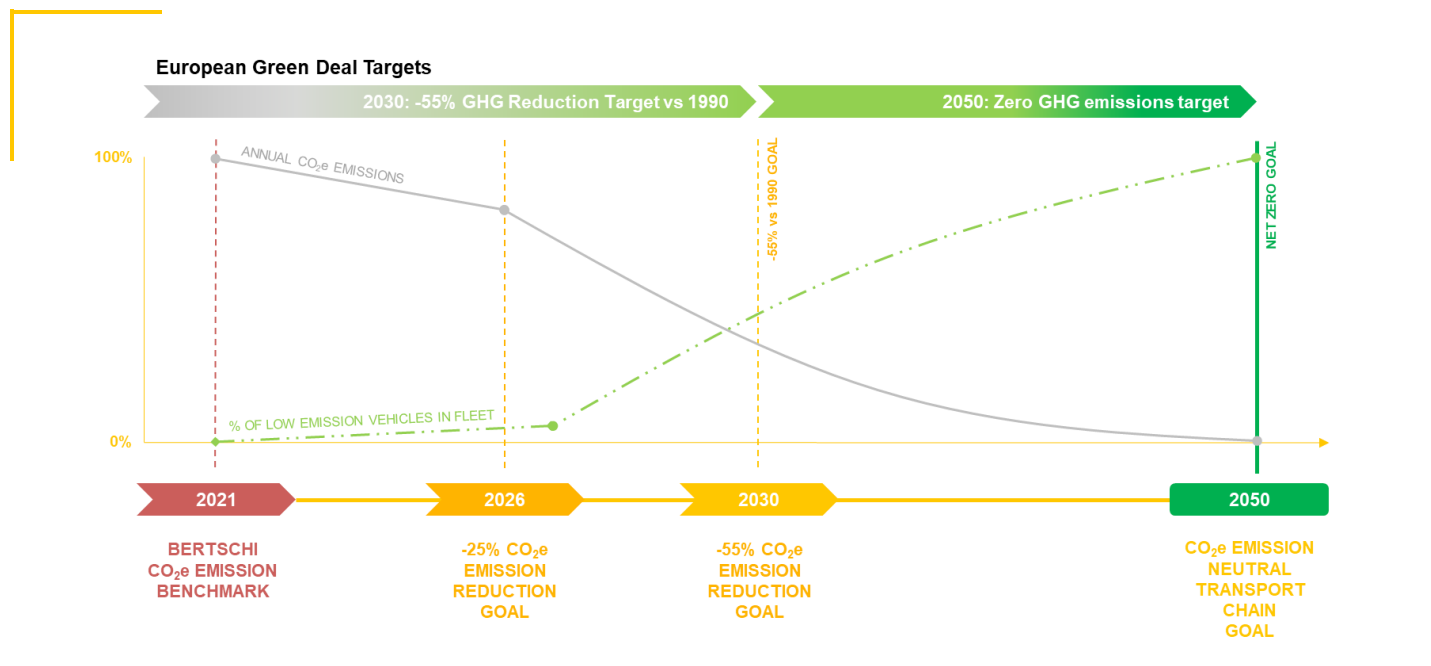
Since climate change and environmental degradation threaten humanity, governments

and associations have implemented various initiatives worldwide. The most important one for us as a European-based company is the "European Green Deal", which aims to transform the EU into a modern, resource-efficient and competitive economy. The goal of the Green Deal is to achieve no net emissions of greenhouse gases by 2050, to decouple economic growth from resource use and that no person and no place be left behind.

The European Commission adopted a set of proposals to make the EU's climate, energy, transport and taxation policies fit for reducing net greenhouse gas emissions by at least 55%

by 2030, compared to 1990. To achieve an emission reduction of 55% by 2030, the transportation sector will have to shift a significant amount of goods from the road to rail and water.

We are dedicated to environmental stewardship and have prioritised achieving zero CO₂e emissions within our supply chain. With a clear vision for sustainability, we have set ambitious goals to reduce our emissions by 25% by 2026 compared to our 2021 baseline. Our ultimate objective is to attain carbon neutrality within our supply chains by 2050.

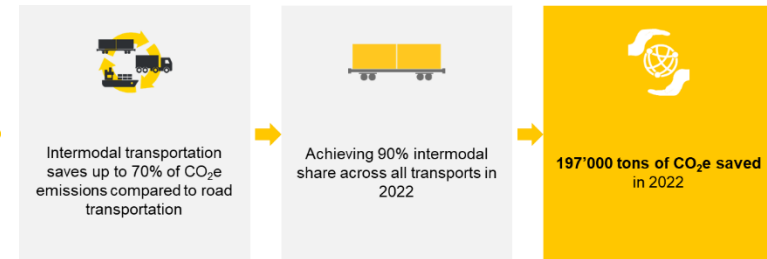


We actively seek innovative ways to optimise energy use and reduce emissions in our operations, investing in energy-efficient infrastructure, renewable energy, and sustainable logistics. To attain our sustainability goals, we collaborate with like-minded partners, sharing best practices and fostering collective action. Transparency and accountability are key; we monitor and report our progress towards emission reduction targets, utilising data analysis and independent audits to identify improvement areas and strategise towards zero CO₂e emissions. Our commitment to intermodal transportation and comprehensive emission reduction measures underscores our pursuit of a greener future.



Best practice example I:

Spearheading intermodal transportation in Europe



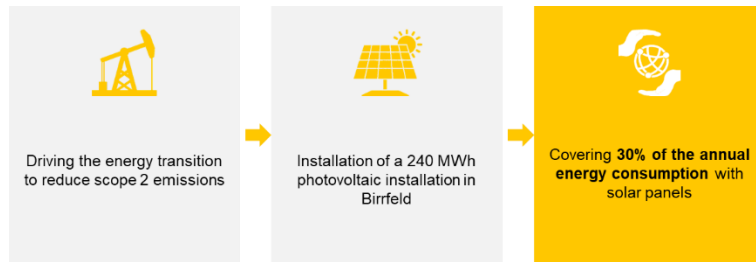
For decades we have operated a best practice example by focusing on intermodal transportation, utilising trains, and ships for 90% of our shipments. This strategic decision has improved our operational efficiency and resulted in significant carbon emissions reductions.

Opting for intermodal transportation saved up to 197'000 tons of CO₂e (carbon dioxide equivalent) in 2022. We leverage the power of trains and ships, which are more fuel-efficient and emit fewer greenhouse gases per unit of cargo transported.

One of the notable impacts of our intermodal approach can be seen in our operations within Europe. In 2022, we have shipped goods over a staggering distance of more than 249.5 million kilometres. This extensive coverage demonstrates the scale and reach of our transportation network, providing reliable and sustainable logistics solutions to our customers. The total volume of products we have transported, measured in ton-kilometres, amounts to an impressive 6.27 billion. This figure highlights our substantial contribution to the movement of goods across various regions, supporting businesses and economies with our reliable intermodal services.

Best practice example II:

Reducing the electricity consumption of a terminal by 40%



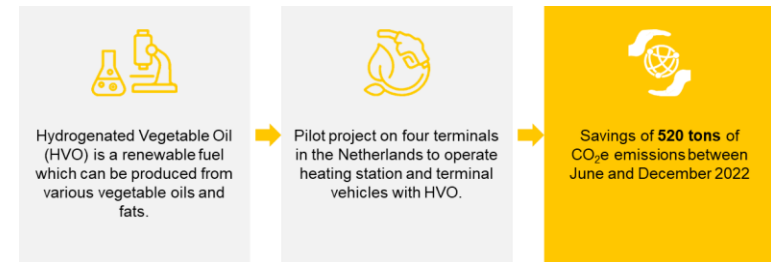
As part of our logistics infrastructure, we operate a vital rail terminal in Birrfeld/Switzerland for container transshipment between road and rail. The site is also home to a multi-storey office building, a container workshop, and a tank cleaning facility. Due to these energy-intensive activities at the site, the total annual electricity consumption reaches about 750 MWh. This corresponds to the yearly consumption of approximately 187 households.

With the installation of solar panels on the roofs of the three buildings in 2022, 240 MWh of clean energy is now produced annually, covering about 30% of the electricity needs. A further 10% of the electricity consumption is saved through process optimisations and investments in system renewals.

To further drive the energy transition within our company, the solar installations in Birrfeld are only intended to be an intermediate step, with other locations following suit. There are concrete plans to install another system at the headquarters in Dürrenäsch, which can generate up to 460 MWh annually.

Best practice example III:

Pilot project with HVO (Hydrotreated Vegetable Oil) in the Netherlands



Hydrogenated Vegetable Oil (HVO) is a sustainable fuel derived from diverse vegetable oils and fats, making it the second-largest global alternative to traditional diesel. Starting in June 2022, we have successfully introduced the use of HVO as an alternative fuel for our on-site vehicles and heating installations across four terminals in the Netherlands: Rotterdam, Moerdijk, Terneuzen, and Delfzijl.

HVO offers several advantages, including odorlessness, cleaner combustion, biodegradability, and compatibility with all diesel engines. According to various sources, HVO can reduce CO₂e emissions by 80-90% compared to regular diesel.

We reduced our environmental impact during the six-month trial period by saving 520 tons of CO₂e emissions. Encouraged by the success of this pilot project, we will continue exploring additional business cases and locations to enhance our sustainability efforts further.

Emission Reporting

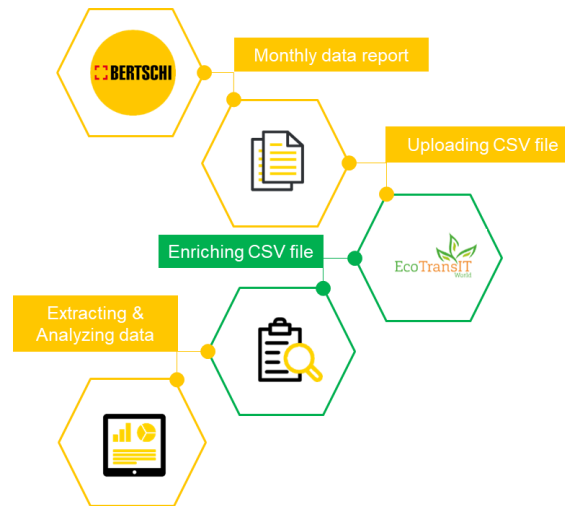
Calculation Method:

For decades, we have championed an environmentally friendly approach to transportation by promoting combined transport and continuous expansion of intermodal options, resulting in substantial Green House Gas (GHG) savings.

Our commitment to environmental stewardship was formalised in 2009 when we joined the ECTA Responsible Care Program and established a comprehensive environmental management system, which has been certified according to the ISO 14001 standard since 2012 and continuously improved.

We transitioned to the GLEC Framework (Global Logistics Emissions Council) in 2021 to meet the growing demand for accurate and detailed emissions data.

This internationally recognised methodology for calculating and reporting GHG emissions across supply chains is widely adopted by shipping companies, railway providers, carriers, and logistics service providers. Our emissions calculations follow the Well-to-Wheel (WTW) principle, considering not only the fuel combustion emissions from our trucks but also accounting for emissions from crude oil extraction, refining, and transport to gas stations.



In conjunction with the new calculation method, we introduced a comprehensive set of Key Performance Indicators (KPIs) to measure, evaluate, and analyse the progress and impact of our sustainability initiatives and projects.

Additionally, we revamped our calculation and reporting processes, leveraging PowerBi for enhanced data presentation.

This allows us to allocate emissions from every scope to our subsidiaries worldwide.

Our customer emission dashboards have also been redesigned to provide more significant insights and relevant data on emissions, modality split, emission per product groups, transport lanes, and more.

Our emissions measurement tool encompasses all three scopes:

- ❑ In **Scope 1**, we monitor direct WTW emissions from our truck fleet, terminal activities (such as Reachstackers and yard trucks), and fuel-driven heating or cleaning stations.
- ❑ In **Scope 2**, we measure indirect emissions from our energy consumption, analysing total kWh consumption at each subsidiary and converting them into emissions based on country-specific emission rates.
- ❑ For **Scope 3**, we carefully distinguish between relevant and irrelevant emission sources. Our reports include emissions from subcontractors, railway providers, shipping companies (short and deep sea), and third-party cleaning stations.

Emission Figures Bertschi AG 2022 (European Transports)

403.2 Million
Total Kilometers



249.6 Million
Loaded Kilometers

6'268.8 Million
Tonne-Kilometers
(tkm)



17.99 Gram
CO₂e / tkm

856'887 MWh
Energy Consumption



112'804 MT
Total Emissions of
Loaded Transports
(CO₂e)

167'311 MT
Total Emissions
(CO₂e)



In 2022, we covered an impressive total distance of over **403 million kilometers across Europe**. To put this number in context, it is equivalent to more than 10'000 circumnavigations of the Earth. As specialists in intermodal transportation, we have focused on environmentally friendly modes of transport such as rail and sea shipping. By using this climate-friendly transport concept, we achieved a **prevention of over 197'000 tons of CO₂** compared to the exclusive use of road transport.

Last year, we successfully loaded, transported, and unloaded our customers' products and goods with a total volume of **nearly 6 million tons**. By taking advantage of the higher permissible payload in intermodal transport, we **saved over 10'000 road transports**. This positively affected CO₂ emissions and underlines our efforts to reduce our transport network's ecological footprint continuously.

Our own trucks and those of the subcontractors we use **consume 49% of Bertschi's energy needs in Europe**, even though they contribute the smallest part to the transport chain. This critical finding guides us toward our strategy and enables us to set a targeted focus. This brings us a decisive step closer to our ambitious goal of achieving Net Zero until 2050.

Over 60% of the CO₂e emissions we generate come from trucks, whether our own or those used by our subcontractors. This finding not only exposes areas where we still see the potential for optimization to achieve our environmental goals but also underlines the superior environmental performance of intermodal transport by train and ship compared to pure road transport. In addition to technological advances, such as the development of new types of propulsion, we consider it our responsibility to raise our drivers' awareness of fuel-efficient driving.

Emission Figures Bertschi 2022 (European & Global Transports)

795.7 Million
Total Kilometers



Compared to the European transports, we can see a significant change in the type of transport. Including global transports, we perform about **half of all kilometers traveled (56%) by ship**. The combination of long distances and high payloads in global transports contribute to our ability to reduce our CO₂e emissions per tonne-kilometer to **8.53 grams**. This approach reflects our commitment to implementing efficient and environmentally friendly transport solutions throughout our operations.

610.8 Million
Loaded Kilometers

19.98 Billion
Tonne-Kilometers
(tkm)



74% of our tonne-kilometers are done by ship. If we add to this the 19% covered by train, we receive an impressive **total of 93% of the tonne-kilometers** we cover with our environmentally friendly intermodal transportation concept. This represents a remarkable **19.98 billion tonne-kilometers** and underlines our commitment to sustainable transport solutions.

8.53 Gram
CO₂e / tkm

1'071'287 MWh
Energy Consumption



As with our European transports, it is also evident on a global scale that a significant proportion of energy consumption, and thus CO₂e emissions, is caused by the use of trucks. As we do not use own Bertschi trucks for global transports outside Europe, the share of trucks provided by subcontractors is increasing. Overall, **trucks are responsible for around 42% of Bertschi's energy consumption**.

170'467 MT
Total Emissions of
Loaded Transports
(CO₂e)

238'930 MT
Total Emissions
(CO₂e)



In comparison to our purely European transport, we see that the share of CO₂e caused by trucks drops by a few percentage points. It is also worth pointing out that ships cause the most CO₂e emissions after trucks. However, if we put this figure about the tons transported, the ship is our operations' most environmentally friendly mode of transport. This underlines our conviction that sea transport is a critical element of our efforts to reduce the environmental footprint of our transport services.

Waste Management

Waste management and cleaning water treatment are essential components of our Environmental Programme. Our standards apply to all locations around the world. In addition, they fulfil our corporate expectations and provide the framework required to manage all types of waste from when it is produced until it is reused, recycled, treated, or disposed of. This standard sets a baseline for several local waste management programmes and initiatives and encourages waste minimisation and recycling wherever possible.

Each subsidiary has assigned an Environmental officer responsible for ensuring that local staff and operations comply with internal and external guidelines and requirements. Regular internal audits secure a high standard and help to improve.

Tank Cleaning Stations:

Our European tank cleaning stations have earned a commendable reputation for their exceptional waste management performance. These stations consistently score above 93% on the rigorous SQAS Tank Cleaning questionnaire, exceeding industry standards and demonstrating our unwavering commitment to environmental responsibility. Additionally, our stations are equipped with state-of-the-art wastewater treatment systems that effectively treat the effluent generated during tank cleaning, ensuring no harmful substances are released into the environment.

Not only do our tank cleaning stations fulfil all legal requirements, but they consistently surpass them. Regular inspections conducted by competent authorities in the respective countries where we operate have resulted in no non-conformance findings in recent years. This outstanding achievement is a testament to our dedication to maintaining the highest waste management and compliance standards.

Our waste management approach goes beyond mere compliance and focuses on a comprehensive and holistic strategy. We prioritise efficiently handling waste streams, employing proper segregation, containment, and disposal methods. By reducing the volume of waste generated and maximising opportunities for recycling, reusing, and recovering materials, we actively contribute to a more sustainable future.

Through our continuous commitment to waste management excellence, we aim to minimise the environmental impact of our operations. Our investment in advanced technologies and best practices ensure that our tank cleaning stations operate in an environmentally friendly manner, protecting local ecosystems and preserving water resources.



Office:

In our office facilities, we maintain exemplary waste management practices, focusing on carefully separating and properly handling different waste streams. We recognise the importance of responsible waste management. As such, we have implemented a comprehensive system to separate office waste into distinct categories, including paper, cardboard, general waste, PET, aluminium, and more.

By segregating waste streams, we ensure that each material is appropriately directed for recycling or disposal, maximising the potential for resource recovery and minimising environmental impact. Our commitment to waste separation allows us to divert a significant portion of our waste from landfill, reducing the overall carbon footprint associated with our office operations.

Paper and cardboard waste, for instance, are collected separately and sent to recycling facilities to be transformed into new paper products. This approach helps to conserve valuable resources, reduce energy consumption, and mitigate deforestation. Similarly, other recyclable materials such as PET and aluminium are collected and directed to specialised recycling processes, contributing to the circular economy and promoting sustainability.

Furthermore, we prioritise properly disposing of general waste that cannot be recycled. By ensuring that general waste is handled responsibly and disposed of following local regulations, we minimise its environmental impact.

Truck and Container Workshops:

Our truck and container workshops in Europe and the UK have earned a reputation for exemplary waste treatment practices. We are committed to meticulous waste management, ensuring that all waste materials, including solid waste, metal, and liquids, are carefully separated, segregated, and collected by certified waste management companies. This systematic approach allows us to handle each waste stream precisely and efficiently.

Our dedication to environmental responsibility extends beyond mere compliance. Instead of sending any waste to landfills, we actively prioritise recycling and recovery. By forging partnerships with specialised recycling facilities, we maximise the potential for material reuse, minimising the environmental impact of our operations. This approach aligns with our commitment to fostering a circular economy and conserving valuable resources.

Through our sustainable waste management practices, we actively contribute to reducing our carbon footprint and promoting a greener future. By continuously staying abreast of advancements in recycling technologies and collaborating with industry experts, we ensure that our workshops remain at the forefront of environmentally responsible waste treatment.



Environmental Services and Advocacy

In addition to our commitment to sustainable driving practices, we are deeply invested in environmental practices and advocacy. We firmly believe that businesses are responsible for protecting the environment and actively promoting sustainable solutions. Here are some additional initiatives and efforts we have undertaken.

Extensive Driver Training:

In 2022 alone, we conducted over 70 driver training, focusing strongly on "Sustainability" as the main topic. This training aimed to raise awareness among our drivers about the importance of environmental practices and equip them with the necessary knowledge and skills to reduce their environmental impact.

Eco-Friendly Technology Implementation:

We continuously explore and adopt innovative technologies contributing to our environmental objectives. From implementing fleet management and asset tracking software to monitoring and analysing driving behaviour, we leverage technology to promote sustainable practices and improve operational efficiency.

The emissions from our trucks significantly impact our company's carbon footprint. Driver behaviour plays a crucial role in fuel consumption and subsequent CO₂e emissions. By promoting defensive and anticipatory driving styles and adhering to our economic and ecological guidelines, each driver can contribute to a more sustainable world. This reduces emissions and saves money through lower fuel consumption and maintenance costs.



By the end of 2022, more than 85% of our trucks were equipped with beacons and connected to our cloud solution. This integration allows our planning department real-time visibility of the truck's position, tachograph information, fuel status, and more. It enables better adaptation to drivers' situations, considering their remaining driving and working time. The system also continuously measures and collects driving behaviour indicators.

These indicators are regularly extracted from the cloud and evaluated by the Behavior-Based Safety (BBS) team and operational managers. This evaluation helps BBS trainers prepare for training sessions with specific drivers as they know their driving behaviour. By focusing on "problem areas," trainers can improve the overall driving style, road safety, and each driver's economic and ecological practices.

A key objective for 2022 was to reduce excessive idling by 20% and improve the EcoDrive score by 10% compared to the previous year. However, a software update in September 2022 negatively impacted the quality of idling data, compromising KPI evaluations for Q3 and Q4. As a result, the quarterly awards for our best-performing drivers had to be suspended until our provider resolved the issue.

Collaborations and Partnerships:

We actively seek partnerships with organisations, suppliers, and stakeholders who share our commitment to environmental sustainability. By collaborating with like-minded entities, we can exchange knowledge, share best practices, and work together towards common goals of reducing carbon emissions and promoting eco-friendly practices.

Environmental Impact Assessments:

As part of our ongoing efforts, we conduct comprehensive environmental impact assessments to identify areas where we can further improve our practices. These assessments help us identify potential risks and develop targeted strategies to mitigate our environmental footprint.

Advocacy and Industry Leadership:

Our commitment to environmental practices extends beyond our operations. We actively engage in industry forums, conferences, and initiatives to advocate for sustainable practices and influence positive change across the transportation sector. By sharing our knowledge and experiences, we aim to inspire and encourage other companies to embrace environmentally responsible practices.

Continuous Improvement:

We recognise that sustainability is an ongoing journey and are committed to continuously improving our environmental practices. We regularly review and update our policies, procedures, and training programs to ensure they align with the latest industry standards and emerging best practices.



Truck Subcontractor Management

By the end of 2022, our collaboration expanded to over 350 subcontracting trucking companies throughout Europe alone. To ensure compliance with our standards, every subcontractor must sign our subcontractor policy and undergo a comprehensive audit procedure. They must meet our minimum criteria before being activated in our system and authorised to execute transportation orders on our behalf.

Auditing Scope and Criteria:

Recognising that subcontractors play a crucial role in the overall sustainability performance, we have acknowledged the need to assess their operations proactively. By auditing our subcontractors, we can identify potential risks, drive continuous improvement, and address any non-compliance issues.

Subcontractors in Europe who have yet to undergo our audit or whose audit has expired cannot receive orders from our planning system. This stringent measure guarantees that we exclusively engage with companies that share our moral and ethical values and fulfil the requirements outlined in our subcontractor policy. Through this procedure, we maintain a robust system prioritising collaboration with like-minded partners who align with our commitment to quality, safety, and ethical standards. Our auditing program encompasses a range of key sustainability areas, including but not limited to environmental impact, labour practices, health and safety, human rights, and ethical business conduct. By setting clear criteria and standards, we ensure a comprehensive evaluation process that addresses legal requirements and our sustainability objectives.

Collaboration and Engagement:

We understand that achieving sustainable practices within our supply chain necessitates collaboration and engagement with our subcontractors. To facilitate this, we have established open communication channels, providing guidance and support to subcontractors in meeting our sustainability expectations. We can work together to drive positive change and address sustainability challenges by fostering strong partnerships.

Through our auditing process, we identify areas of improvement and strive to build our subcontractors' capacity. We provide them access to resources, training, and best practices to enhance their sustainability performance. By empowering our subcontractors to adopt sustainable practices, we contribute to the long-term resilience of our supply chain and promote positive social and environmental impacts in the communities where we operate.

Transparency and Accountability:

As part of our commitment to transparency, we ensure that the audit findings and progress reports are shared internally and externally, where appropriate. By openly communicating our efforts and the results of the subcontractor audits, we encourage accountability and create a culture of continuous improvement. We believe transparency is vital to building trust with our stakeholders and fostering long-term sustainability across our operations. We conduct annual performance evaluations for each European subcontractor to uphold our quality and safety standards. These evaluations involve analysing the number of completed transports and comparing them with the number of complaints and incidents reported. Subcontractors failing to meet our defined benchmark score of 99% or higher may face expulsion and deactivation within our system.

Continuous Improvement and Future Outlook:

As part of our mid-2021 policy document renewal process, we introduced new Corporate Social Responsibility (CSR) guidelines into our subcontractor audit form. This ensures our subcontractors adhere to the latest CSR principles and align with our commitment to responsible business practices. Our comprehensive subcontractor management approach allows us to maintain strong partnerships with reliable subcontractors who share our values and meet our rigorous standards. We remain dedicated to fostering a network of trusted collaborators who contribute to the consistent delivery of quality services while upholding ethical and sustainable business practices.

Auditing our subcontractors outside of Europe is a critical step in our sustainability journey, and we recognise that there is always room for improvement. We remain committed to regularly reviewing and enhancing our auditing program, incorporating emerging sustainability trends, and evolving stakeholder expectations. We aspire to drive positive change in the global subcontractor landscape by continually raising the bar and contributing to a more sustainable future.



Photos of the different subcontractors were used with the permission of the photographer and the individual companies

Supplier Environmental and Social Practices

We recognise that our commitment to sustainability extends beyond our operations. It encompasses our entire supply chain, including our valued suppliers. We believe collaboration with suppliers who share our environmental values and practices is crucial to achieving our sustainability goals. In our ongoing effort to promote responsible and eco-friendly business practices, we prioritise suppliers committed to environmental stewardship.

Supplier Engagement:

We actively engage with our suppliers to foster a shared understanding of our sustainability objectives. Through open dialogue and collaboration, we encourage suppliers to align their practices with our environmental standards.

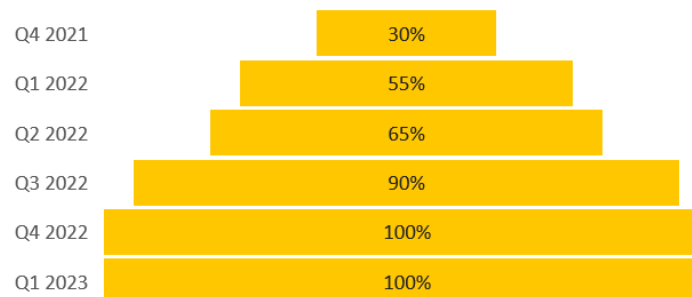
This includes incorporating ecological considerations into supplier selection and evaluation processes. We also motivate subcontractors and suppliers to join and sign up for various associations and initiatives, such as ECTA Responsible Care or the Operation Clean Sweep Initiative.

Supplier Code of Conduct:

We have established a comprehensive Supplier Code of Conduct outlining our environmental performance expectations. This code requires suppliers to comply with relevant environmental regulations and standards, implement measures to prevent pollution, and promote responsible resource management.

In 2021, we launched a new Supplier Code of Conduct (SCOC) and distributed it to our top 100 suppliers (excluding subcontractors). This document encapsulates our values and vision for sustainable and ethical business practices and clearly articulates our expectations for ethical and moral behaviour from our business partners. In mid-November 2021, we shared the SCOC and requested suppliers to confirm their understanding and commitment by signing an online questionnaire.

By the end of 2022, we achieved a remarkable 100% response coverage from all our relevant suppliers. This significant milestone demonstrates their dedication and alignment with our sustainability goals, marking one of our key achievements for 2022.



Purchaser Training:

Simultaneously, all employees involved in procuring services and equipment underwent dedicated training and received written instructions on the guidelines and requirements we have as a company when engaging with (potential) suppliers. This initiative ensures that our employees are well-informed about our expectations and equipped to uphold our sustainability standards.

To align our procurement processes with the new guidelines, we have reworked and updated the purchasing procedures. These updates reflect our commitment to sustainable sourcing, ethical considerations, and environmental responsibility. Through these measures, we strive to foster stronger partnerships with suppliers who share our values and contribute to our sustainability objectives.

Collaboration for Improvement:

We work closely with our suppliers to identify opportunities for improvement in their environmental practices. Through collaborative initiatives, such as joint training programs and sharing best practices, we strive to enhance the environmental performance of our suppliers and drive positive change across our supply chain.



Transparency and Reporting:

We believe in transparency and regularly communicate our sustainability expectations to suppliers. Additionally, we encourage suppliers to provide us with relevant environmental data and certifications, enabling us to monitor their progress and ensure compliance with our sustainability requirements.

Continuous Improvement:

Sustainability is an ongoing journey, and we actively seek ways to improve our supplier's environmental practices continuously. We regularly review our supplier evaluation processes, update our criteria, and explore innovative solutions to enhance sustainability throughout our supply chain further.

By collaborating with suppliers who prioritise environmental practices, we aim to minimise the ecological footprint of our services. Together, we strive to achieve a more sustainable future, reducing environmental impacts and conserving precious resources. We remain committed to partnering with suppliers who share our ecological values and contribute to our collective efforts in building a greener and more resilient world.