



Sustainability Report 2024 Edition

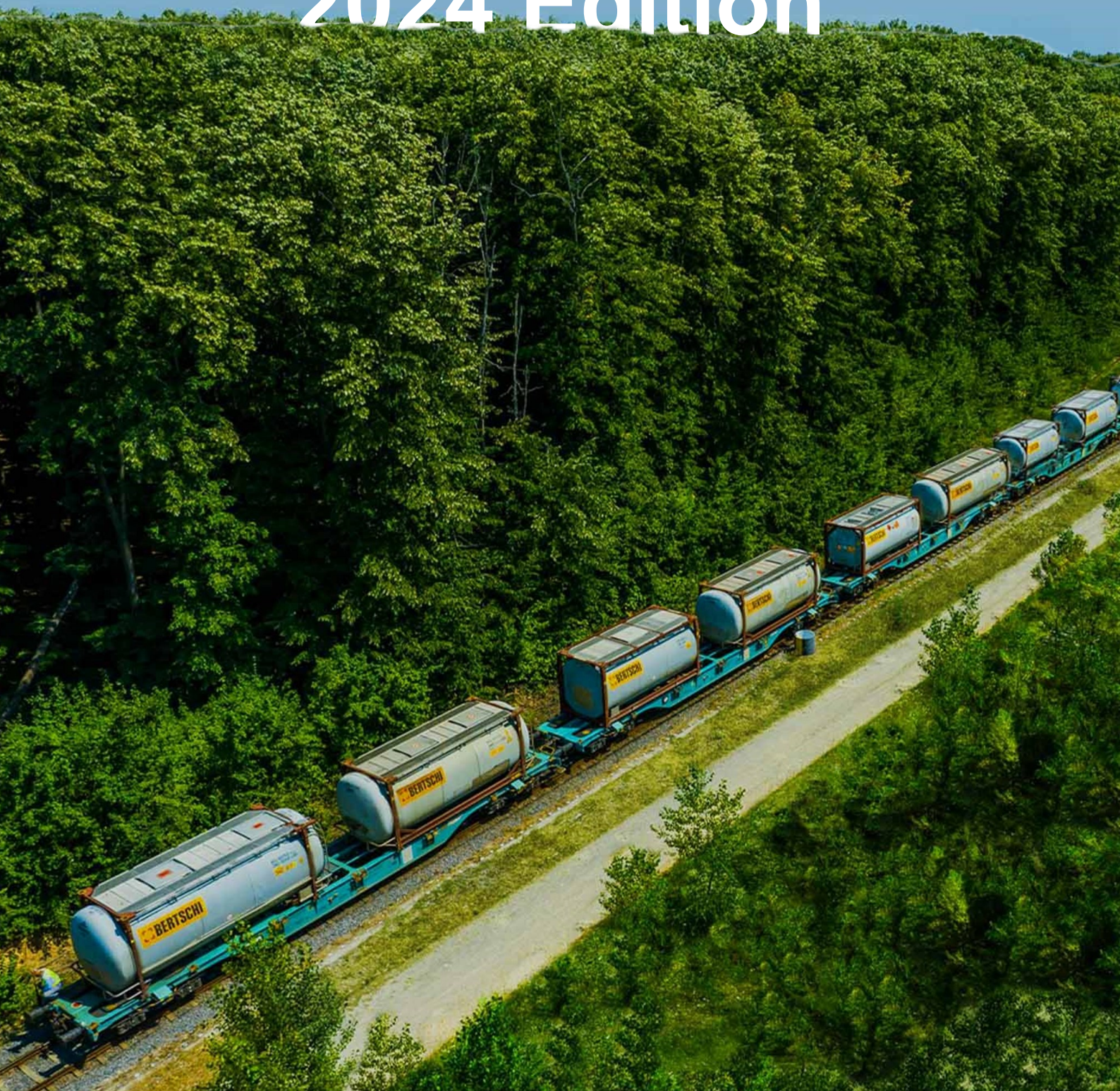


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Chairman Message

Dear Readers,

Sustainability has always been a fundamental part of Bertschi's DNA.

In 1964, my father, Hans Bertschi, took a pioneering step by shifting from road transport to rail, launching one of Europe's first regular intermodal rail services, connecting Germany and Italy via the Swiss Alps. At the time, we were a small but ambitious company with just 20 employees and a big vision.

In 1972, we again led the way by revolutionizing liquid chemical logistics. Bertschi developed the first stainless steel, insulated swap-tank containers with steam heating, enabling the efficient modal shift of liquid chemicals from road to rail. Even in those early days, values such as business ethics, fair working conditions, safety, responsible procurement, and environmental care were central to our identity. These principles continue to shape our long-term strategy today.

Now, more than six decades later, the second generation of our family has carried that vision forward. We have expanded Bertschi from a small company into a global leader in chemical logistics. Today, we have 3,200 employees and a turnover of over CHF 1 billion.



Hans-Jörg Bertschi
Chairman of the Bertschi Group

Our transformation from a regional operator to a key global supply chain partner for the chemical industry has always been guided by one constant: **Sustainability**

At the heart of our Group Strategy 2026 lies a clear vision:

"We are the trusted partner for resilient and high-performance supply chain solutions in the chemical industry.

We lead the way in safety, innovation, service excellence, and sustainability.

As a family-owned company, we are deeply committed to the long-term well-being of our people, society, and the environment. This commitment is woven into the fabric of our corporate culture."

This vision is not just aspirational; it defines the way we operate. Our core values are interconnected and form the foundation of our broader understanding of sustainability. This mindset inspires us to innovate and to act with purpose, for our people, our communities, and our planet.

One of our most ambitious goals is to achieve Net Zero by establishing cutting-edge intermodal transport networks with zero greenhouse gas emissions. We actively seek partnerships and collaboration with customers and industry peers to accelerate innovation and shape a more sustainable logistics future.

This Sustainability Report is an essential tool. It offers critical insights that guide our journey toward enhanced environmental, social, and workplace outcomes.

I am proud of the progress we've made and deeply grateful for the commitment of our employees, partners, and stakeholders. Together, we will continue to lead the transition to a more sustainable world, creating meaningful impact today, for a better tomorrow.

CEO Message

Dear Readers,

In today's fast-evolving logistics landscape, resilience, adaptability, and sustainability are more important than ever. At Bertschi, we are committed to leading the way with forward-thinking solutions that respond to global challenges and unlock new opportunities for growth and innovation.

Our work is guided by a clear mission: to deliver resilient, efficient, and environmentally responsible logistics solutions for the chemical industry. In 2024, we faced geopolitical uncertainties, evolving market dynamics, and increasing regulatory requirements; challenges that demanded agility and decisive action. We continue to meet these demands through a strong culture of innovation and a profound sense of responsibility.

Our greatest strength lies in our people. Their passion, expertise, and dedication empower everything we do. Across all areas, from transport planning and terminal operations to customer support and sustainability initiatives, each team played a vital role in achieving our goals in 2024. Sustainability is embedded in our identity. We continue to invest significantly in our infrastructure and promote low-emission, intermodal transport solutions.

By continuously aligning our operations with the EU Green Deal and the UN Sustainable Development Goals, we actively reduce our environmental footprint and help shape a more sustainable global logistics sector.

Our Group Strategy 2026 is guided by four core pillars of our Sustainability Framework:

- **Ethics**
- **Labour & Human Rights**
- **Sustainable Procurement**
- **Environment**

We are making measurable progress across all areas, from cutting CO₂e emissions to fostering a diverse and inclusive workplace. As a family-owned company with a long-term vision, we are building a culture where innovation, integrity, and accountability thrive.

Digitalization also plays a key role in our sustainability journey. By increasing transparency and efficiency in our supply chains, we enable our customers to make informed, environmentally conscious decisions. Data-driven insights are helping us and our partners to take proactive steps toward a more sustainable future.

Our responsibility extends beyond logistics. We are committed to making a meaningful impact for future generations, our communities, and the planet. Every action we take today is a step toward a better tomorrow.

At Bertschi, we are shaping the chemical supply chain of the future with purpose, with care, and with a firm commitment to sustainability.



Jan Arnet
CEO of the Bertschi Group

About this Report

The report covers our activities throughout the 2024 calendar year, from January 1, 2024, to December 31, 2024. It generally includes all our fully consolidated companies. The report contains historical data and information to provide context and illustrate performance trends.

Unless otherwise specified, the KPIs and information presented pertain to our ongoing operations. While some subsidiaries may have implemented specific programs or initiatives that differ from the general approaches described, they remain aligned with our company's principles, guidelines, and initiatives.

The data in this report is collected through various internal reporting systems. To enhance readability, some numbers may be rounded and percentages that may not exactly reflect the absolute figures.

In our environmental emission report, we have consolidated emission data from all our subsidiaries and global activities. We

collaborated with a third-party provider to calculate and validate the indirect transport-related greenhouse gas emissions (Scope 3) and confirmed the validity of our Scope 1 emissions.

Our Scope 1 emissions are calculated using primary data, adhering to the GLEC Framework to ensure consistency and compliance with industry standards.

This is already the fourth edition of our annual Sustainability Report. Our approach to presenting data may change in future editions without prior notice. We may also revise specific data reporting and interpretation and expect to add more KPIs as we refine our system.

We warmly welcome feedback on this document and encourage readers to contact us with any questions, remarks, or concerns via our homepage at www.bertschi.com or by email at info@bertschi.com.



Sustainability Highlights



946'033 liters

of HVO diesel used by Bertschi trucks preventing 2'543 tons CO₂e emissions vs. regular diesel B7



100%

Survey rate for our supplier code of conduct of our top 100 suppliers



C

CDP score for Climate Change and Water



Silver Medal

EcoVadis score (Top 8%)



182'068 tons

prevention of CO₂e thanks to our intermodal concept in Europe compared to pure road transports

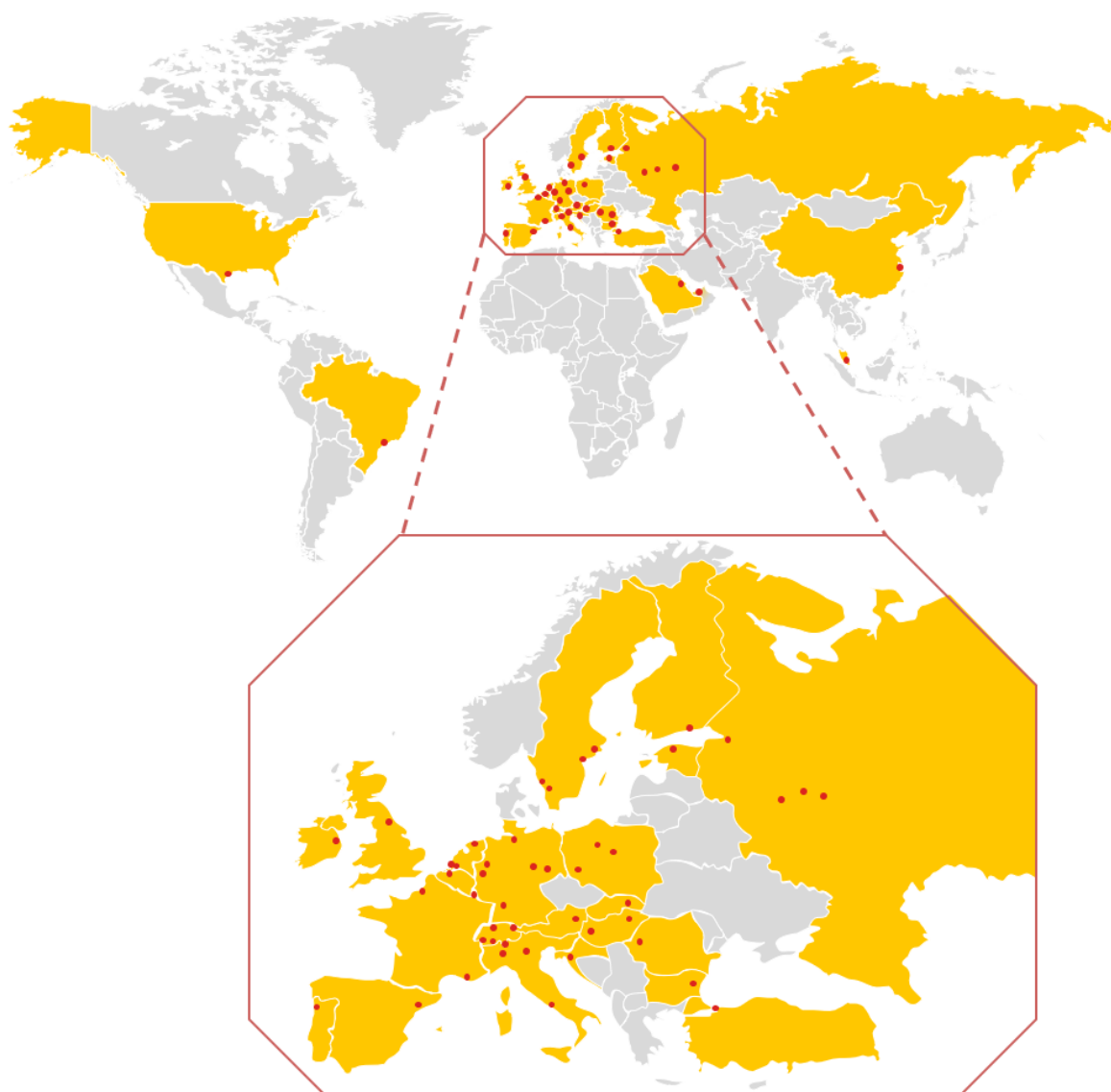


100%

Compliance & IT questionnaire rate for active Bertschi employees



Our Business



Liquids
Europe



Dry Bulk
Europe



Global
Global



Solutions
Global

Bertschi - At a Glance

Bertschi is a leading player in the transport industry, specializing in advanced inter-modal logistics across rail, road, and maritime transport. Our mission is to be the preferred partner for robust, sustainable, and efficient supply chain solutions tailored to the chemical sector. We are dedicated to setting benchmarks in safety, innovation, service excellence, and environmental responsibility.

Headquartered in Switzerland, we centrally oversee and coordinate the global flow of goods for our clients. With a team of 3,236 employees across 75 subsidiaries in 39 countries, we operate a fleet of more than 47,300 specialized tank and dry bulk containers and 900 trucks. This infrastructure allows us to handle transportation, storage, and worldwide distribution of our customers' products. To meet growing demand in the intermodal transport sector, we also manage 30 rail terminals throughout Europe.

Over the last ten years, we have built a strong global presence with offices in strategically important regions. Our growing international operations are further supported by trusted agency partnerships. Building on decades of expertise in the safe and sustainable transport of chemical products in Europe, we have established ourselves as a major player in the global tank container market, serving both long-standing and new clients.

As a family-owned business, we are committed to being the most attractive employer in our field. We aim to offer long-term career opportunities and actively promote cultural and gender diversity.



3'236

Employees
worldwide



75

Subsidiaries



1.02 bn

Turnover (CHF)



47'300

Containers



1956

Founded



900

Own trucks



39

Countries



100%

Family owned

Our Core Values and Principles



Safety

We place the utmost importance on personal and environmental safety, viewing it as a shared responsibility. Our safety practices meet the highest standards and comply fully with legal regulations. Safety is non-negotiable!



Customers

Our customers are central to everything we do. We are committed to delivering top-quality service with efficiency and focus. By anticipating the current and future needs of our customers and stakeholders, we consistently aim to exceed their expectations.



Quality

Maintaining the highest level of quality is key to earning and keeping our customers' trust—and to securing our long-term success. We strive to be the industry benchmark for quality and constantly track our performance to ensure continuous improvement.



Culture

We foster a company culture grounded in openness, integrity, and mutual respect. Professionalism and courtesy guide our interactions with customers, partners, and colleagues. We are dedicated to promoting equality and eradicating discrimination within the transport and logistics industry.



Employees

Our employees are our most valuable asset. We embrace a supportive and goal-oriented leadership that empowers individuals to take initiative and stay motivated. We invest in education, professional development, cross-functional thinking, and strong teamwork.



Environment

Sustainability is at the core of our operations. We balance economic goals and social responsibility with environmental stewardship. We comply strictly with all relevant environmental laws and strive to enhance our environmental impact through continuous improvement.



Continuous Improvement

We are deeply committed to ongoing progress, especially in the areas of safety and environmental responsibility. By regularly evaluating our performance, we identify opportunities for improvement and implement necessary changes.



Compliance

We adhere to all applicable laws and regulations without exception. Clear internal guidelines address key topics including anti-money laundering, child and forced labour, anti-terrorism measures, as well as the prevention of bribery, corruption, and inappropriate gifts or hospitality.



Relationships

We conduct our business with honesty, transparency, and integrity. Our goal is to build long-lasting, sustainable partnerships with our customers and stakeholders. Open, straightforward communication is fundamental to our approach.

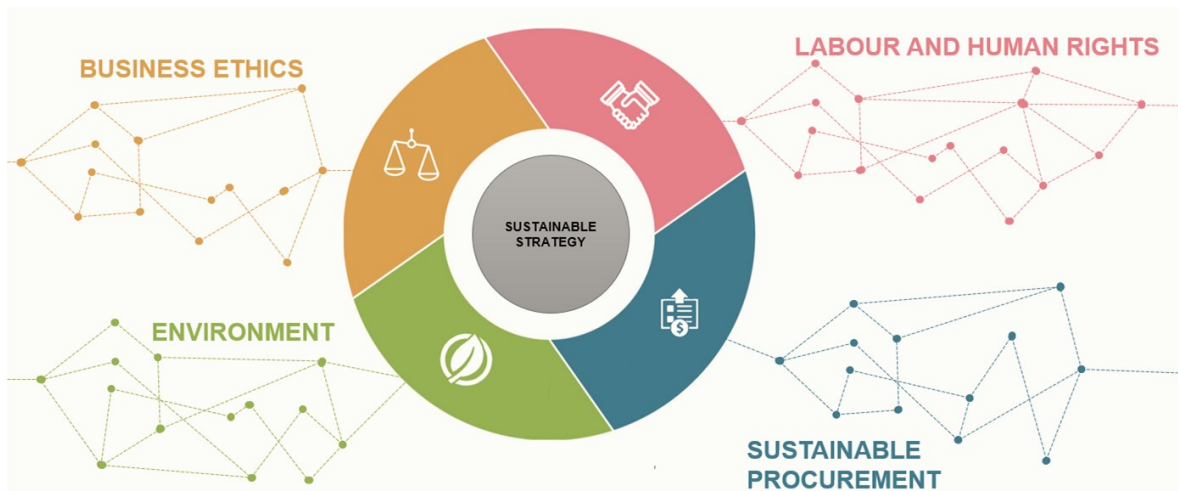


Our Sustainability Approach



Our Sustainability Strategy

Building on the foundations laid in previous years, our 2024 Sustainability Strategy continues to advance our commitment to responsible business practices across four strategic pillars: **Business Ethics, Labour & Human Rights, Environment, and Sustainable Procurement**. This year, we have deepened our efforts, embraced innovation, and strengthened partnerships to drive sustainable growth and long-term value for all stakeholders.



Business Ethics

In 2024, we continue to uphold the highest standards of integrity and ethical conduct. Our **zero-tolerance policy on corruption and bribery** continues to be a cornerstone of our operations, ensuring full compliance with international laws and industry regulations.

We have expanded our whistle-blower policy, encouraged transparent reporting and provided safe, confidential channels for raising concerns. Additionally, our ethics training programs have been further enriched to foster a culture of accountability across all levels of the organization.

We also reinforced our commitment to working only with partners and suppliers who adhere to equivalent ethical standards. These practices are guided by our updated Business Ethics Policy, which reflects evolving compliance requirements and industry best practices.

Labour & Human Rights

Respect for human dignity and fair labour practices remains fundamental to our operations. In 2024, we strengthened initiatives to promote **diversity, equity, and inclusion**, and took further steps to ensure the wellbeing and rights of every individual across our value chain.

All employees continue to benefit from mandatory training on human rights, workplace safety, anti-discrimination, and inclusion. We also increased monitoring and engagement efforts with suppliers to ensure compliance with our *Supplier Code of Conduct*, ensuring that human rights principles are upheld at every level.

Our updated Labour & Human Rights Policy outlines our goals and measures, reinforcing our responsibility to lead by example and support a fair and inclusive work environment.

 ***“Sustainability is not a destination, but a continuous journey built on transparency, accountability, and innovation.”***

Environment

As global climate challenges intensify, we are accelerating our environmental initiatives. In 2024, our efforts focused on **decarbonizing logistics**, expanding the use of **intermodal transport**, and integrating low-emission technologies across our infrastructure.

We introduced new energy efficiency programs in terminals and warehouses, including automation, smart energy management systems, and upgraded lighting and HVAC technologies. Our waste reduction strategy advanced further, with improved recycling rates and reduced use of single-use materials.

Through these actions and our continued adherence to our Environmental Policy, we aim to make a measurable impact in mitigating climate change and promoting environmental stewardship across our operations.

Sustainable Procurement

Procurement remains a vital area of influence in our sustainability journey. In 2024, we strengthened our sustainable procurement policy by embedding **new environmental and social criteria** into supplier evaluations and decision-making processes.

We prioritized partnerships with certified suppliers who demonstrate alignment with internationally recognized standards, such as ISO 14001, ISO 9001, and SQAS. We also enhanced supplier auditing and performance reviews, promoting transparency and shared responsibility in achieving sustainable outcomes.

By continuing to foster responsible sourcing and supplier collaboration, we are shaping a more resilient and sustainable supply chain in line with our long-term values and vision.



Stakeholder Engagement

Sustainability is a fundamental part of our business and the communities we serve. Our strategy prioritizes active collaboration with all key stakeholders, including employees, customers, suppliers, competitors, and the broader community. By involving these groups, we strive to drive lasting and meaningful progress toward a more sustainable future.

Working together is essential to minimizing environmental impact, enhancing social responsibility, and creating economic value. This collaborative approach strengthens trust, transparency, and credibility, making it easier to gain support for our sustainability initiatives. We remain committed to ongoing stakeholder engagement to advance our sustainability goals.

To address complex challenges, we actively participate in global industry associations, sharing knowledge and resources. Our contributions range from exchanging best practices and developing standards to collaborating on sustainability projects. These efforts align our objectives with global benchmarks and drive impactful solutions.

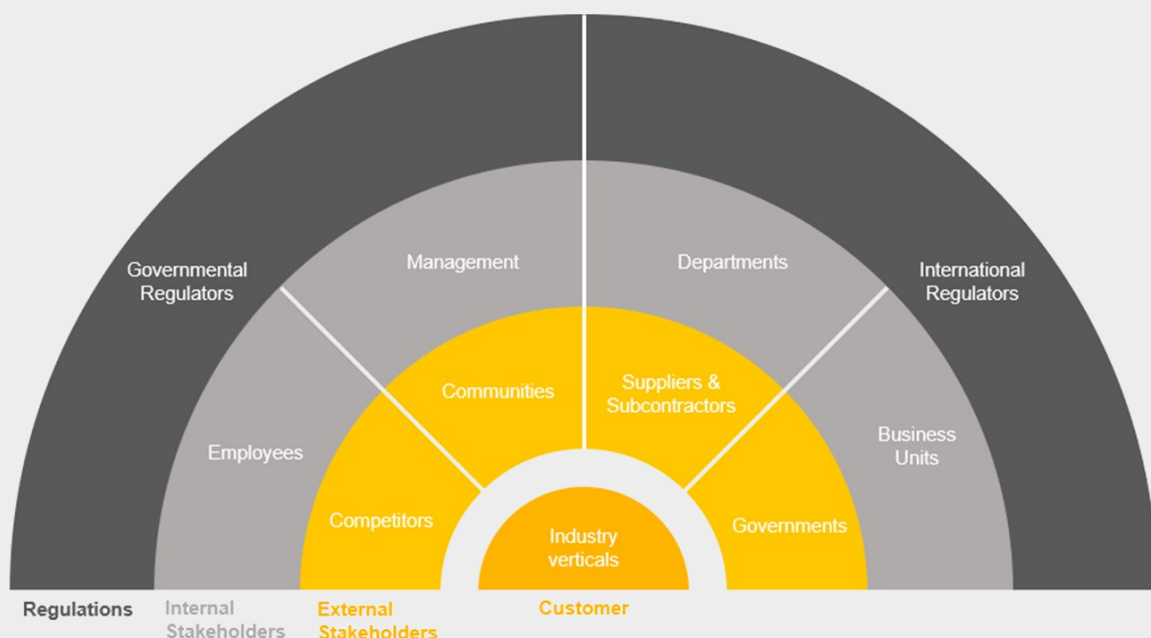
Our memberships in ECTA, ITCO, EFTCO, ERSC, ASTAG, Spedlogswiss, SFC, GLEC or TfS reflect our dedication to industry-wide collaboration and leadership in sustainability.

Open and effective communication is key to building trust with stakeholders. We ensure that their perspectives are considered in our decisions, particularly regarding economic, environmental, and social impacts—including human rights. This dialogue empowers external partners, such as customers, carriers, and suppliers, to make informed decisions about working with us.

Our communication strategy encompasses both internal and external stakeholders (see the overview on page 17 & 18 for details). Guided by our Corporate Communications Guideline, we tailor our messaging to maintain transparency and alignment. Internally, our intranet serves as a central communication platform, ensuring equal access to information and fostering engagement across the organization.

We are committed to clear, responsible communication, ensuring that our outreach remains organic and free of charge. To uphold open dialogue, we strive to respond to inquiries professionally and promptly.

As a family-owned company, we adhere to all applicable laws and regulations, as outlined in our internal policy documents. Additionally, our Incident and Crisis Communication Guideline ensures timely, proactive, and relevant engagement with stakeholders during any disruptions.



Materiality Analysis 2024

As part of our ongoing commitment to Environmental, Social and Governance (ESG), we conducted in 2024 a Materiality Analysis. This analysis is designed to help us identify the topics and issues that matter most to both our internal and external stakeholders.

The results of this analysis enable us to prioritize and align our sustainability reporting and strategy accordingly. Therefore, this analysis plays a crucial role in ensuring that we address and transparently report on the most pressing sustainability issues.

The materiality analysis contained a selection of 15 relevant topics; each linked to one (or more) of the four sustainability strategy categories like **Environment**, **Social Aspects**, **Governance** and **Value Chain**.

The participants had to rate these topics using a scale from 1 to 10, where 1 means low importance/low likelihood and 10 means very high importance/high likelihood.

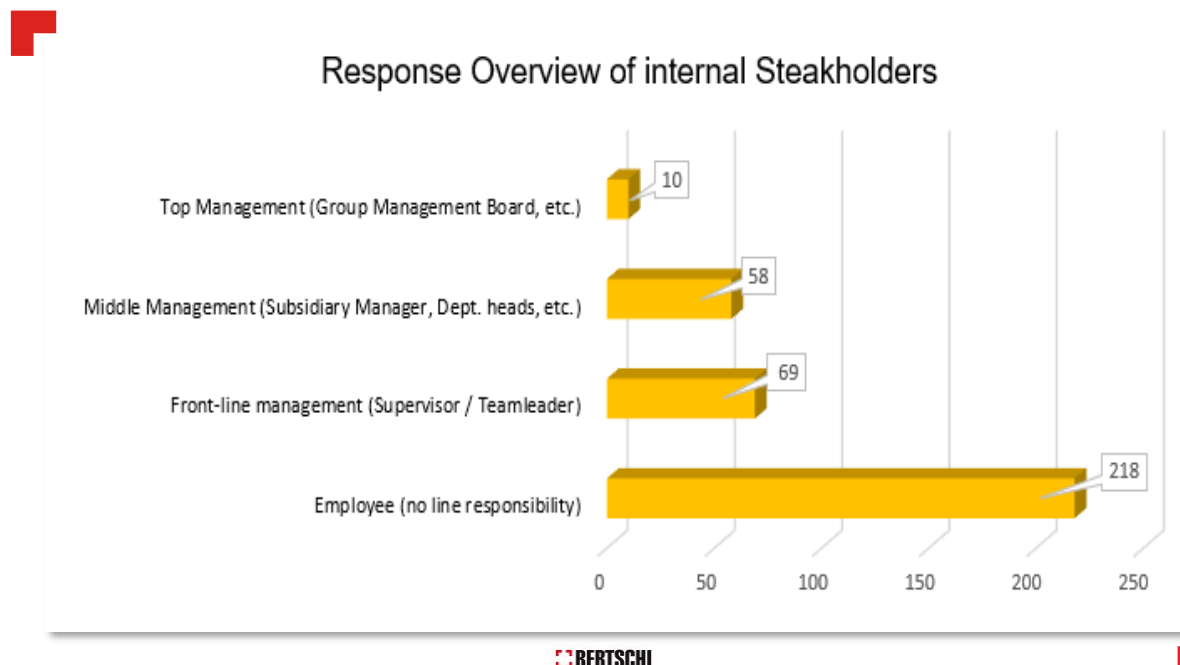
One category rated the importance (probability) of a topic occurring or becoming a concern for our company and stakeholders. The second rating described the potential impact (significance) of each of the 15 topics on our company and stakeholders, therefore the maximal score would be 20 (10 importance + 10 impact). The impact could be financial, environmental, reputational, or social.

Stakeholders

In total, we analysed **422** replies to this survey.

84% of these replies (**355**) came from **internal stakeholders** like employees, department heads or members of the GMB.

16% of these replies (**67**) came from **external stakeholders** such as our customers, suppliers, subcontractors, train or ferry providers.



Ranking & Conclusion

We have filtered out the topics that were rated highest and lowest based on responses across internal and external stakeholders.

Below is an overview of the highest and lowest rated topics from the analysis:



Highest rated topics (internal & external stakeholders)

• Customer relations and satisfaction	18.6
• Dangerous goods management	18.5
• Data protection and security	18.4
• Employee satisfaction	18.3
• Occupational health and safety	18.0

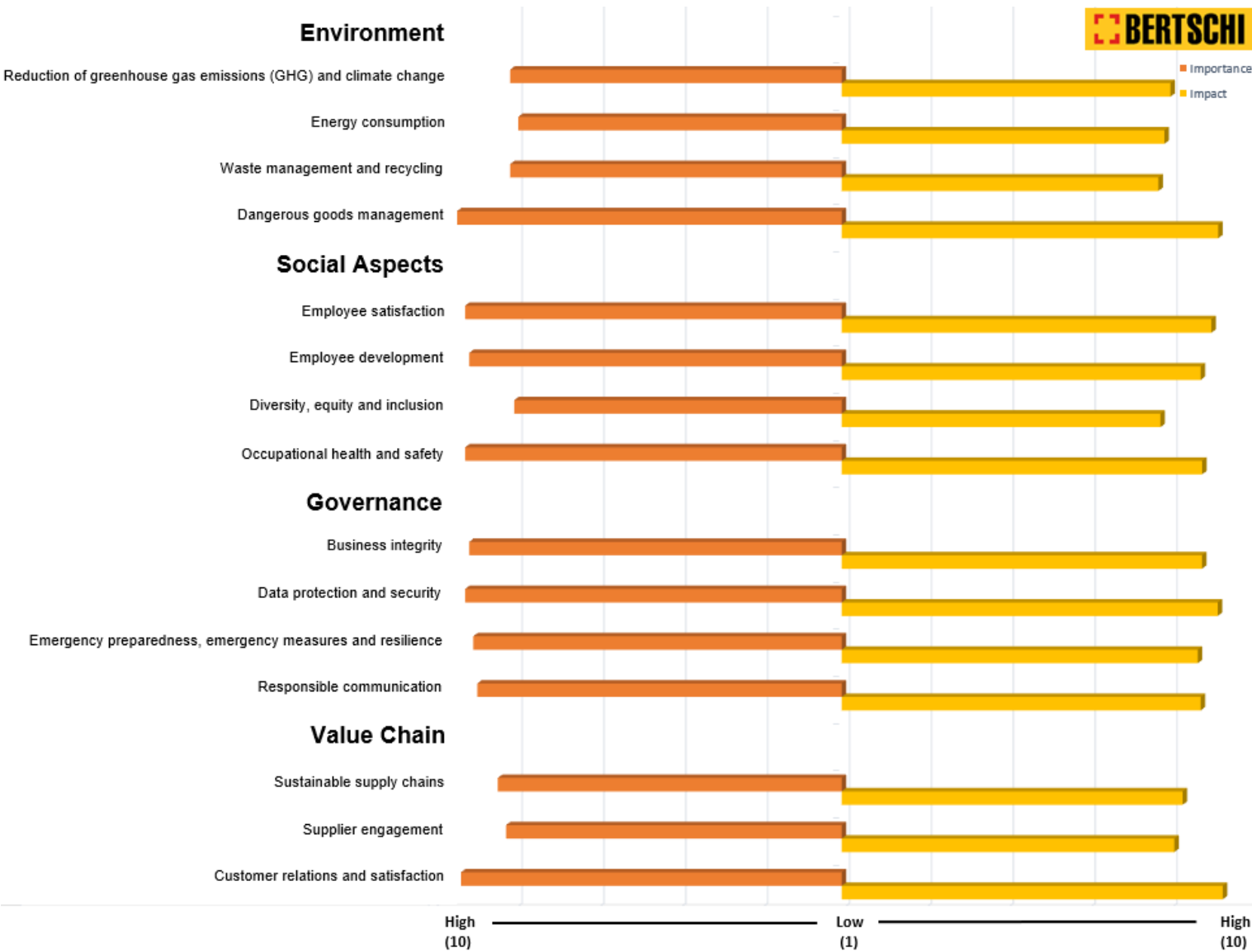


Lowest rated topics (internal & external stakeholders)

• Energy consumption	15.8
• Diversity, equity and inclusion	15.8
• Waste management and recycling	15.9
• Reduction of greenhouse gas emissions (GHG) and climate change	16.1
• Supplier engagement	16.4



Materiality Assessment Result



Overall Conclusion

The results provide a clear roadmap for aligning our sustainability strategy with stakeholder priorities.

We will prioritize strengthening efforts in the top-rated areas, while also enhancing awareness and initiatives in the lower-rated topics to ensure balanced and comprehensive progress across all key sustainability dimensions.

Stakeholder Overview

Internal Stakeholders

Stakeholder	Our Expectation	Our Response
Management 	<ul style="list-style-type: none"> • Follow QMS policies and procedures • Realization of targets and strategy • Customer focus • Deliver high-quality service • Sustainable leadership • Leadership attitude • Providing an efficient working environment • Recruitment of talents 	<ul style="list-style-type: none"> • Fair working conditions • Sufficient resources • Clear communication • Recognition and reward • Effectiveness of operations • Clear guidelines and policies • Standardization • Participation rights • Freedom of choice
Employees 	<ul style="list-style-type: none"> • Follow QMS policies and procedures • Customer focus • Deliver high-quality service • Reliable working performance • Flexibility • Support of targets and strategy • Proactiveness • Sustainable working attitude • Respecting contractual agreements • Loyalty • Ethical work conduct 	<ul style="list-style-type: none"> • Fair working conditions • Ethical work environment • Sufficient resources • Clear communication • Recognition and reward • Effectiveness of operations • Career opportunities • On-time payments • Job security • Training opportunities
Departments 	<ul style="list-style-type: none"> • Training opportunities • Establish Standardization • Maintaining and developing QMS • Performance monitoring (KPI) • Trend analysis • Customer focus • Securing legal compliance • Develop a sustainability strategy • Securing ISO compliance • Providing training and education • Implement continuous improvement • Building strategic partnerships • Acquisition of projects and volumes • Project development 	<ul style="list-style-type: none"> • Clear vision and strategy • SMART Goals • Clear processes • Freedom of choice • Participation rights • Effectiveness of operations • Sufficient resources
Business Units 	<ul style="list-style-type: none"> • Follow QMS policies and procedures • Customer focus • Deliver high-quality service • Reliable working performance • Flexibility • Support of targets and strategy • Proactiveness • Sustainable working attitude • Respecting contractual agreements • On budget • Cost-driven efficiency • Talent recruitment and development • Project development 	<ul style="list-style-type: none"> • Clear vision and strategy • SMART Goals • Standardization • Clear processes • Freedom of choice • Participation rights • Sufficient resources • Support of technology

External Stakeholders

Stakeholder	Our Expectation	Our Response
<div>Customers</div> <div></div>	<ul style="list-style-type: none">• Transparency• Openness• On-time payments• Legal compliance• Data Security• Loyalty• Good publicity• Avoiding false claims/allegations• Ethical work conduct	<ul style="list-style-type: none">• High-quality service• Consistency• Reliability• Data Security• Cost-effectiveness• Legal compliance• Continuous improvement• Fulfilment of requirements• Sustainable solutions• Flexible solutions• Ethical work conduct• Positive image/reputation• Free trade• Fair pricing strategy
<div>Suppliers & Subcontractors</div> <div></div>	<ul style="list-style-type: none">• Respect for contractual agreements• Deliver high-quality service• Follow QMS policies and procedures• Customer focus• Legal compliance• Compliance with ethics policy• Sustainable operations	<ul style="list-style-type: none">• Continuity• On-time payment• Respect for contractual agreements• Legal compliance• Safe working equipment• Long-time working relationship• Data security• Ethical working conduct• Fair treatment



Standards & Certifications



As a globally active logistics provider, we understand the critical importance of complying with international standards and obtaining relevant certifications to ensure our operations meet the highest benchmarks for quality, safety, and environmental sustainability.

We place great emphasis on adhering to essential standards and certifications, ensuring compliance with *ISO 9001:2015* for quality management, *ISO 14001:2015* for environmental management, *ISO 22000:2018* for food safety management, *ISO 39001:2012* for road traffic safety management, and *ISO 45001:2018* for occupational health and safety management. These standards provide a structured approach to process optimization and ensure compliance with the specialized requirements of the chemical industry.

We also recognize the need to meet specific product and market demands. We are certified under **GMP+** for feed safety management and comply with **Kosher standards** for the handling and transportation of kosher products.

In line with our commitment to environmental stewardship, we actively support the **Operation Clean Sweep (OCS)** initiative. In 2024, we expanded the scope of our internal audits to include OCS and took proactive steps to prepare for upcoming legal changes.

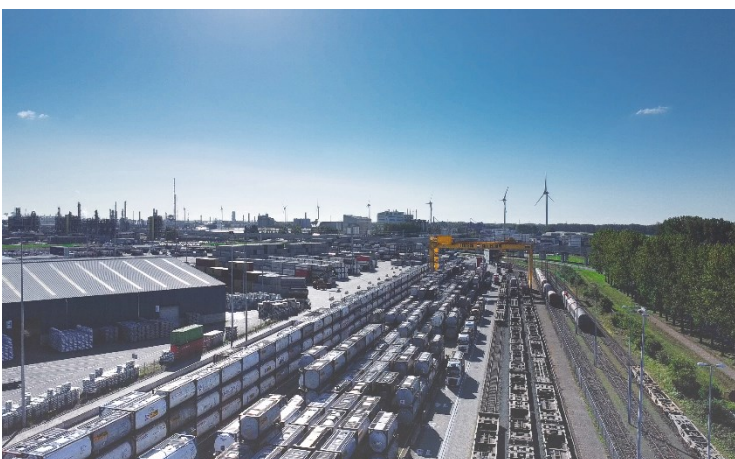
ESG Rating	2024
ecovadis	Silver Medal
CDP	C

13 SQAS Assessments performed	19 ISO Audits performed	11 Internal Audits
	98% Average SQAS score	0 major deviations in ISO Audits

Initiatives & Awards

In 2024, Bertschi actively advanced a range of environmental and social initiatives, leveraging our expertise to develop innovative, sustainable transport solutions. We remained committed not only to environmental responsibility but also to supporting and empowering our employees.

Our dedication to sustainability has been recognized by several respected institutions, a testament to the positive impact of our efforts. This recognition reinforces our belief that we are on the right path—making a meaningful difference for our industry, society, and the planet.



Infrastructure and Market Expansion in Europe and Asia

Bertschi made significant strides in addressing the worldwide evolving chemical logistics landscape. The newly built Antwerp Zomerweg Terminal, opened in August 2024, has become a powerful hub for chemical imports to Europe from overseas. Strategically located in Europe's largest integrated chemical cluster, the 60,000m² terminal focuses on the storage of Dangerous Goods (DG) and non-DG products in Tank Containers and Trimodal Services by rail, barge and truck. Equipped with state-of-the-art storage, heating, and multimodal transport solutions, the terminal was designed with global Supply Chain resilience in focus, integrating energy-efficient processes and modal shift from road to rail and waterways.

Complementing this investment, the significantly expanded Bertschi Rotterdam Botlek facilities now offer an additional 30,000 tonnes of DG ISO tank storage capacity, integrated rail and barge connectivity, and enhanced operational efficiency. The significant infrastructure investments in ISO tank-farms at the two leading European seaports support the shift of chemical imports into Europe from drums and parcel tankers to tank containers, substituting also classical warehouses and port storage tanks for the more flexible, sustainable and cost-efficient storage of specialty chemicals in tank containers.

Uyeno-Bertschi Tokyo & Bertschi Seoul

In Asia, adding to Bertschi's existing global ISO tank operations in Shanghai, Tianjin, and Singapore, and the Supply Chain Solutions Hubs in Singapore and Zhangjiagang (China), the Group expanded its footprint in Japan, Korea, and India. A new Joint Venture in Tokyo (Japan) with our Japanese partner Uyeno Group and a wholly owned subsidiary in Seoul (Korea) were opened in the first half of 2024.



They have already delivered promising results, with increasing global ISO tank transport volumes and deeper customer relationships. In addition, a strategic partnership with the Samsara Group has been successfully launched in India.

Leading the Way in Decarbonized Logistics

Bertschi strengthened its focus on the transport and storage of decarbonized chemical products. Supporting the chemical industry's shift from fossil fuels to recycled and renewable raw materials, the company is enabling its customers to align with global climate goals, including those set by the Paris Agreement.

Through its Bertschi Renewables initiative, the company provides innovative logistics solutions involving HVO (Hydrotreated Vegetable Oil). These products are critical for decarbonizing industries and reducing greenhouse gas emissions. Bertschi offers in setting options such as implementing a mass balance concept. With nearly 80% of European container transports executed via rail or ship, Bertschi continues to lead the shift from traditional road transport to intermodal solutions, preventing carbon emissions by over 60%. Additionally, the gradual rollout of HVO usage for first- and last-mile delivery of containers from rail terminals further reduces the emissions within the supply chain.



Stop at Risk 2.0 Campaign

At Bertschi, safety is always our top priority. Ten years ago, Stop at Risk was introduced as the first safety program to provide insights to our employees. We have taken many measures to promote this program in the last decade. To celebrate the first 10-year milestone for this initiative, Bertsch SHEQ relaunched Stop at Risk 2.0 campaign in 2024.



As a relaunch, a new logo, **Stop at Risk**, was designed and adapted across the Bertsch group. The new design was based on the idea of aligning all our employees (drivers, technical employees, and office staff) to strengthen Safety and Quality as a priority.



To enhance the transparency of information flow and further reinforce our commitment to maintaining a safe environment, we launched this new initiative with an updated Safety and Quality webpage in October 2024 to circulate awareness among internal and external stakeholders. In addition, a new safety check video was created and shared through the Bertschi group. Thus, our visitors can also commit to maintaining a safe environment.

In the chemical logistics industry, our drivers and technical staff are the most valuable assets. We designed new PPE and Safety posters as a critical element of the Stop at Risk Campaign. They are newly distributed in our terminals and subsidiaries. Wearing the required PPE helps improve our driver and technical staff's safety throughout the workplace on a daily basis. Stop at Risk 2.0 Campaign can only be complete with the continuous training program. In addition to our driver BBS training and technical training for our workshop, we introduced a *Lunch and Learning* program to strengthen knowledge safety among all office employees.

Maintaining safety in the workplace is essential not only for the well-being of our employees, but also for the protection of our customers, the environment, and the communities we serve. It is important to recognise that safety is a shared responsibility that affects not only us but everyone around us.

Therefore, following safety protocols and avoiding risky situations is essential. We actively encourage all employees to promptly report near misses, which helps us to identify and eliminate unsafe conditions in the workplace, with customers, or in the office.



Lighting Concept Terminal Birrfeld

As part of our ISO 14001 certification and the upcoming implementation of an energy management system in accordance with ISO 50001, we have developed a comprehensive lighting concept for our Birrfeld terminal. The primary objectives of this initiative are to systematically reduce energy consumption, lower associated costs, improve energy performance, and meet occupational health and safety requirements.

To achieve this, lighting conditions across various locations and workplaces were thoroughly analysed and measured. Based on this data, targeted measures were identified to optimise lighting efficiency using modern, demand-driven lighting technologies.

In addition to reducing electricity consumption and energy costs, the concept also aims to ensure safe and ergonomically



appropriate lighting conditions for employees. By creating well-illuminated and energy-efficient work environments, we are enhancing both operational performance and employee well-being.

The implementation of this lighting concept represents a further step in our commitment to continuous environmental improvement, resource conservation, and compliance with international standards for environmental and energy management.

Developments of Bertschi Emission Reports

Bertschi has further enhanced its emission reporting to provide a more complete, transparent, and methodologically robust account of the climate impact associated with its logistics services. All calculations are now fully aligned with the internationally recognized ISO 14083 standard and the GLEC Framework 3.0, ensuring consistency, traceability, and compatibility with current regulatory and corporate sustainability requirements.

The emission reports now go well beyond the mere accounting of transport-related emissions. They also include emissions from hub activities such as tank cleaning, heating, storage, and handling, which are essential parts of intermodal logistics chains. Additionally, emissions from empty mileage are systematically incorporated,

ensuring that non-productive vehicle movements are no longer overlooked.

This expanded system boundary results in a holistic and realistic picture of the total greenhouse gas emissions per transport order. The refined methodology allows customers to gain deeper insight into the true environmental impact of their logistics operations and to use the data in internal and external sustainability reporting.

To meet diverse customer needs, customized datasets upon request, including shipment- or lane-level details, aggregated over defined time periods, or tailored to specific reporting structures. These data services enable Bertschi's partners to integrate high-quality emissions data seamlessly into their own ESG systems, life-cycle assessments, or climate target monitoring.

Outstanding End- to-End Supply Chain Service Enterprise

Bertschi Zhangjiagang has been recognized as the "Outstanding End-to-End Supply Chain Service Enterprise of the Year 2024" at the Global Chemical Supply Chain (China) Summit, held on November 21, 2024, in Shanghai. This award, decided through a selection process involving leading chemical manufacturers and logistics experts, highlights Bertschi's ability to deliver safe, innovative, and reliable supply chain solutions.

The Global Chemical Supply Chain (China) Summit is the most influential event in the Asia-Pacific chemical supply chain sector, bringing together nearly 600 senior executives from across the industry. The summit served as a premier platform for discussing industry trends and innovative supply chain solutions.



"This award reflects our team's dedication to delivering reliable and innovative supply chain solutions. We are proud to be recognized by industry leaders and remain committed to supporting our clients' success in the chemical supply chain sector,"

Jemmy Wu
Managing Director for Bertschi Zhangjiagang

25 Years in ChemPark and Launch of new Site Logistics Concept "Last Mile"

Bertschi celebrated 25 years of successful operation at our container terminal G80 in ChemPark Leverkusen, Germany. It was also the ideal occasion to officially announce the implementation of our newly established integrated site logistics concept together with a global key account customer.



EASTMAN



cefic

BERTSCHI



More Women in the Logistics Industry

In 2024, Bertschi co-founded the *Women in Logistics (WIL) Consortium*, a cross-industry alliance aimed at promoting gender diversity within chemical logistics.

This initiative represents a shared commitment to advancing systemic change and empowering women in leadership and operational roles.

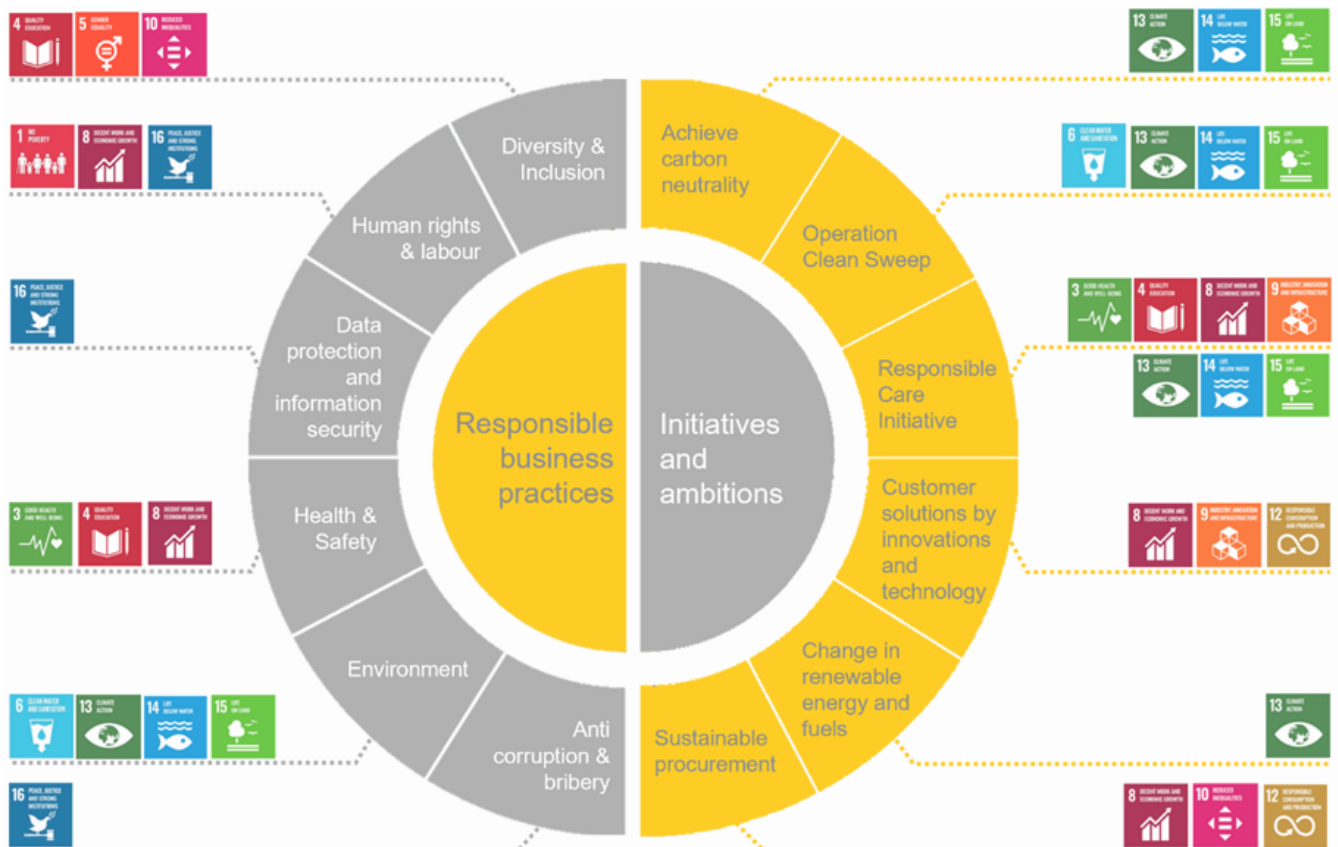
UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) comprise 17 global targets addressing critical sustainability-related issues. These goals highlight the most pressing challenges the international community identifies and calls upon governments, corporations, and non-profit organizations to collaborate on innovative solutions.

Adopted by world leaders in September 2015, the SDGs aim to end poverty, protect the planet, and ensure prosperity for all by 2030.








Our sustainability program is integral to our company-wide strategy and encompasses social, environmental, and governance topics. Through our business practices, participation in various initiatives, and our ambitious projects and goals, we actively contribute to 13 of the 17 SDGs. The SDGs not within our scope as an individual company are SDG 2 (zero hunger), SDG 7 (affordable and clean energy), SDG 11 (sustainable cities and communities) and SDG 17 (partnerships for the goal).

By aligning our efforts with the SDGs, we strive to make a meaningful impact on global sustainability challenges and contribute to a better future for all.



The following table shows our contributions, our taken actions as well as our achieved progresses for each relevant sustainable development goal (SDG).

SDG	Actions & Achievements	Documentations
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 Guarantee of timely and fair salary compensation 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 Employee regulations
3 Good health & well-being 	<ul style="list-style-type: none"> LTIR reduction of 1.56 pt. in 2024 compared to 2022 (5.56 → 4.00) LTI reduction of 0.03 pt. in 2024 compared to 2022 (0.14 → 0.11) Provide a safe and healthy work environment Perform task risk assessments Monitor and evaluate of incidents and injuries Drug and alcohol testing Perform Behaviour Based Safety (BBS) training Maintain ISO 450001 certification Maintain SQAS attestations for main subsidiaries Carry out internal audits for all subsidiaries Make use of "Best practice guidelines" Raise awareness with "Stop at risk"-campaign 	<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"> Conducted 3'958 training sessions in 2024 10.2 Ø training hours per employee in 2024 Perform Behaviour Based Safety (BBS) training Perform individual product and customer-specific training Offer language and leadership training External IMDG and ADR training Execute internal workshop training Monitor training days per employee Provide a digital learning platform Ensure proper training plans and career developments 	<ul style="list-style-type: none"> CSR / ESG guideline Company guideline Company goals SHEQ & Training goals Responsible care guideline SHEQ guideline KPI reporting
5 Gender equality 	<ul style="list-style-type: none"> Use standard recruiting processes and procedures Implement 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 guideline Company goals
6 Clean water & sanitation 	<ul style="list-style-type: none"> Member of Operation Clean Sweep since 2016 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"> Implement whistleblowing & grievance process Conduct employee surveys Perform regular appraisal talks Financial support for team events & Sponsorships 	<ul style="list-style-type: none"> Code of business conduct CSR / ESG guideline Company goals Responsible care guideline

<p>9 Industry, innovation & infrastructure</p> 	<ul style="list-style-type: none"> Invest 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
<p>10 Reduce inequalities</p> 	<ul style="list-style-type: none"> Implement whistleblowing & grievance process Conduct employee surveys Perform exit interviews Carry out regular appraisal talks 	<ul style="list-style-type: none"> Code of business conduct CSR / ESG guideline Company guideline Company goals Supplier code of conduct
<p>12 Responsible consumption and production</p> 	<ul style="list-style-type: none"> 61'101 hour less idling time in 2024 compared to 2021 Improvement of coasting score by 1.82 points compared to 2022 MAPON Performance monitoring Increase Euro 6 trucks within the fleet Conduct dangerous goods safety trainings 	<ul style="list-style-type: none"> CSR / ESG guideline Supplier code of conduct Company goals SHEQ & Training goals
<p>13 Climate action</p> 	<ul style="list-style-type: none"> Prevention of 175'041 tons CO₂e vs. pure road thanks to our modal shift of 78% intermodal 100% score of our first TFS-audit at Bertschi Moerdijk CO₂e measuring and reduction plan MAPON performance monitoring Reduce idling and coasting Increase Euro 6 trucks within the fleet (+ 24% compared to 2021) 	<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"> 26 less product spillages in 2024 compared to 2022 Monitor and avoid 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 & strong institutions</p> 	<ul style="list-style-type: none"> 100% response rate for our Compliance & IT questionnaire 100% response rate for our Supplier code of conduct questionnaire 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

Environment



The Role of Transportation in Global Emissions

According to the International Energy Agency (IEA), the global transport sector accounted for nearly 8.4 gigatons of CO₂ emissions in 2022, representing over 23% of global energy-related emissions, a figure that continues to rise annually due to increased demand for freight and passenger mobility [IEA, 2023]. The sector remains the largest contributor to oil demand and the fastest-growing source of greenhouse gas emissions worldwide.

Given its central role in climate change mitigation, the transformation of transport systems is a key priority for policymakers. The European Green Deal plays a pivotal role in shaping this transformation, setting the ambition for a climate-neutral EU economy by 2050 and requiring a 55% reduction in net greenhouse gas emissions by 2030 compared to 1990 levels [European Commission, 2024]. To reach this target, significant modal shifts from road to rail and waterways, as well as the adoption of alternative fuels and efficiency technologies, are essential.

In parallel, legislative developments such as the EU Corporate Sustainability Reporting Directive (CSRD), the EU Taxonomy for sustainable activities, and the introduction of digital product passports are reshaping how companies report, manage, and reduce emissions across their value chains. From 2024 onwards, large companies must report on Scope 1-3 emissions using structured, auditable data under the European Sustainability Reporting Standards (ESRS). This legislative shift fosters greater transparency and comparability in sustainability performance.

At the same time, digital technologies like IoT-enabled fleet monitoring, blockchain-based supply chain tracing, and AI-driven route optimization are enabling

unprecedented accuracy and speed in emissions tracking and decision-making.

For the Bertschi Group, these developments provide both responsibility and opportunity: as a leading logistics provider in Europe, we are strategically aligned with these policy and technological trends and committed to driving sustainable, low-carbon transport solutions across our value chain.

Our environmental vision

Our environmental strategy is underpinned by clearly defined short-, mid-, and long-term goals. These targets ensure that sustainability is not only a guiding principle but also a measurable and operationally integrated commitment across all areas of the Bertschi Group. Our roadmap reflects a holistic approach to environmental stewardship, addressing emissions, energy use, waste, and efficiency.

Environmental Goals 2024

- 30% reduction of product spillages
- Minimum 5% reduction of the supply chain-related CO₂e emissions
- Reduction of transport emissions intensity to below 22.50 g CO₂e/tkm
- 10% increase of the average coasting score of the Bertschi fleet
- 20% reduction of idling time for the Bertschi fleet
- Minimum 5% increase of the share of Euro 6 vehicles

Mid-Term Goals by 2030

- 30% reduction of CO₂e emissions (baseline: 2021), aligned with the Science Based Targets initiative (SBTi) 1.5°C pathway
- 30% reduction in water consumption
- 25% reduction in waste production
- Zero waste to landfill across all European sites

Long-Term Commitments

- Carbon neutrality across our supply chains
- 100% usage of renewable energy
- 100% usage of renewable electricity



Greenhouse Gas Emission Reporting

Greenhouse gas (GHG) emissions remain the Bertschi Group’s most significant environmental impact, primarily resulting from fuel consumption in transport and logistics operations. Transparent and accurate reporting of these emissions is a key element of our sustainability disclosure.

Since 2021, we have applied the GLEC Framework in line with the Well-to-Wheel (WTW) principle, which allows for a comprehensive representation of emissions across the entire logistics chain. This methodology is aligned with international standards such as ISO 14083 and the Greenhouse Gas Protocol and is compatible with the requirements of the Science Based Targets initiative (SBTi).

In accordance with the Greenhouse Gas Protocol, emissions are categorized into the following scopes:

Scope 1: Direct emissions from company-owned vehicles, terminal equipment, and fuel-based heating or cleaning.

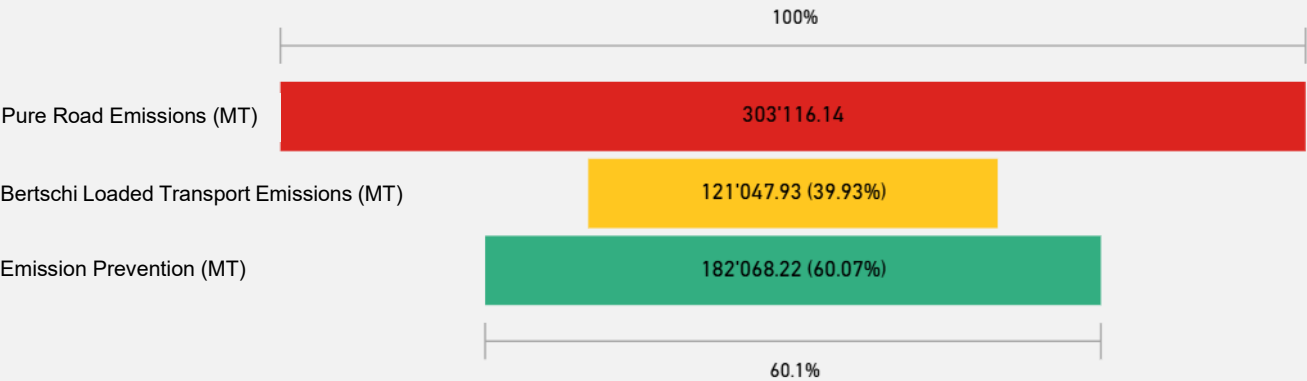
Scope 2: Indirect emissions from purchased electricity consumed in terminals, warehouses, and offices, calculated based on local grid mixes.

Scope 3: Other indirect emissions from subcontracted transports, rail and maritime services, as well as external providers such as cleaning stations or workshops.

To ensure accuracy, our reporting relies on primary operational data wherever available, supplemented by recognized emission factors for external business partners provided by EcoTransit. All calculations are carried out in accordance with ISO 14083 and are reviewed to maintain consistency and comparability across reporting years.

A centralized dashboard consolidates the data and provides a uniform view across transport modes, routes, and subsidiaries. This structure supports compliance with the Corporate Sustainability Reporting Directive (CSRD) and allows us to provide stakeholders with clear and reliable emission figures. Furthermore, by applying a harmonized methodology, we ensure that changes in reported emissions reflect actual developments in operations rather than methodological shifts.

Within this framework, in 2024 we recorded emissions of 121.0 thousand tons CO₂e from **loaded transport activities** (without cleaning, heating, handling and empty runs). Had all shipments been carried out by road wherever possible, emissions would have reached 303.1 thousand tons CO₂e. This corresponds to an avoidance of **182.1 thousand tons CO₂e**, underlining the impact of our business model and our contribution to a more sustainable future.



Complete Emissions Overview

In 2024, Bertschi AG recorded **overall** (transports including auxiliary services) a moderate increase of 3.66% in absolute CO₂e emissions in Europe, reaching a total of **189.6 thousand tons**. While this rise mainly reflects higher transport volumes, it must also be seen in the context of a persistently challenging global environment. The chemical industry continues to face significant headwinds, including weak global demand, production slowdowns, and structural relocations. At the same time, the logistics sector is dealing with volatile energy prices, disrupted supply chains, and a market shift back to road transport.

Despite these conditions, our intermodal transport strategy has once again proven to be both resilient and forward-looking. With a consistently high share of approximately 77% of shipments handled by rail and waterways, we remain well above industry averages and contribute significantly to reducing emissions along our customers' supply chains.

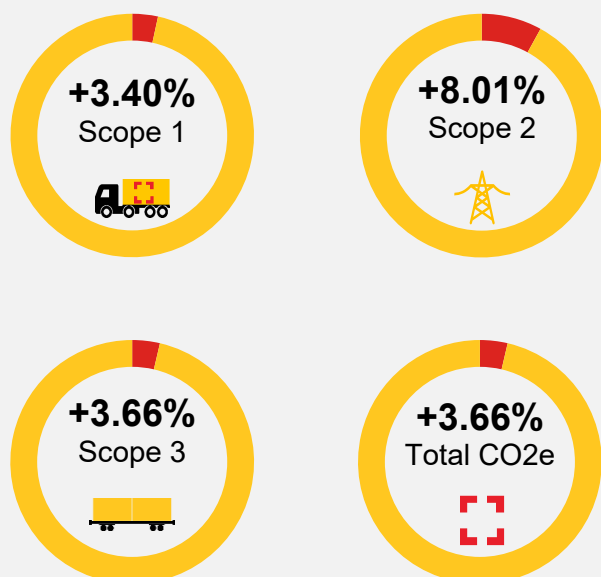
Scope 1 emissions, representing direct emissions from our own operations, rose by 3.4% to **92.7 thousand tons** of CO₂e. This increase is mainly the result of higher overall transport activity. Nevertheless, the expanded use of HVO, intensified eco-driving programs, the gradual replacement of our fleet with the latest Euro 6 trucks, improved routing, and the enhanced use of

telematics via Mapon have helped to limit the rise in emissions and underline our on-going commitment to responsible fleet management.

Scope 2 emissions, related to purchased energy, increased by 8.01% to **6.1 thousand tons** of CO₂e. Through targeted efficiency projects at our terminals and office buildings we want to initiate a positive trend. By optimizing energy use in heating, cooling, and daily operations, we have taken another step toward the goal of reducing our internal environmental footprint.

Scope 3 emissions, which cover all other indirect emissions in the value chain, increased slightly by 3.66% to **90.9 thousand tons** of CO₂e. At the same time, external market forces such as equipment availability, pricing pressure, and geopolitical instability continue to influence modal choices and emission profiles.

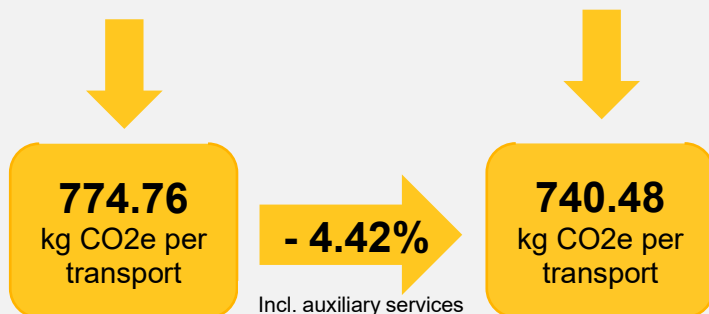
Despite these complex challenges, our progress in emission management is evident and aligns with our long-term sustainability targets, resulting in a **reduction of emissions per transport of -4.42%**. Bertschi is solidifying its role as a leading provider of sustainable logistics solutions for the chemical industry. We remain committed to decarbonization and will continue to push forward with innovation, operational excellence, and responsible growth.



Transport volume
2023



Transport volume
2024



Environmental Milestones

Milestone I: Antwerp Zomerweg Terminal

In Q1 2024, Bertschi launched the Antwerp Zomerweg Terminal (AZT), its most modern logistics facility to date and a cornerstone of its European intermodal network. Located in the Port of Antwerp—the largest integrated chemical cluster in Europe—this terminal is designed to manage and store large volumes of hazardous and non-hazardous liquid chemical products.

The AZT enables trimodal operations, connecting rail, road, and inland waterways. This strategic integration directly supports the modal shift away from road transport and contributes significantly to emission reductions across Bertschi's network. The terminal includes an extensive tank container storage yard, fully compliant with strict SEVESO safety standards, and a vapor recovery system to minimize emissions during loading and unloading processes. All operations are powered with certified renewable electricity, and the infrastructure has been prepared for future deployment of zero-emission logistics technologies, including hydrogen and battery-electric reachstackers.

With this investment, Bertschi not only expands its storage and intermodal capacities but also strengthens the resilience of European chemical supply chains. The AZT was

planned and executed as a sustainable, digital-first facility, equipped with real-time container tracking, automated safety monitoring, and scalable green power supply systems.

The launch of AZT coincided with Bertschi's signing of the "Antwerp Declaration for a European Industrial Deal," in which more than 70 leading industrial players advocate for a globally competitive and environmentally sustainable European industry. This underscores Bertschi's commitment to innovation, collaboration, and responsible growth in a changing regulatory landscape.

Milestone II: Emission Reporting

In 2024, Bertschi introduced a next-generation emissions reporting solution. This new calculation model enables shipment-level CO₂e visibility across all transport modes, empowering clients to track, analyse, and manage their logistics-related carbon footprint, particularly Scope 3 emissions.

The system integrates primary operational data such as tonnes-kilometres, fuel consumption, vehicle types, and route information. Based on globally recognized standards including the updated GLEC



Framework and ISO 14083, the methodology ensures consistency, accuracy, and audit readiness. Reports are available custom-tailored, supporting customers' own sustainability and regulatory reporting requirements.

In addition to detailed emissions dashboards, the report enables comparative analysis between different transport modes and lanes, highlighting decarbonization potential. Clients can simulate emission scenarios based on alternative fuels or modal shifts and request exports of structured datasets for ESG assessments, tenders, and internal KPIs.

By enabling granular transparency and seamless access to emissions data, this digital innovation not only advances Bertschi's commitment to climate leadership but also offers customers a powerful tool for collaborative emissions reduction along the value chain.



Milestone III: Global Expansion with Sustainability Focus

In 2024, Bertschi significantly expanded its global footprint by establishing new operational subsidiaries in Japan, South Korea, and India. These regions are among the most dynamic chemical markets globally and play a critical role in the diversification and resilience of international supply chains. The expansion marks a deliberate step toward delivering high-quality, sustainable logistics services in strategic growth markets beyond Europe.

The newly opened sites have been built in accordance with Bertschi's global SHEQ (Safety, Health, Environment, and Quality) standards and are fully integrated into the company's digital and environmental management systems. Each subsidiary is equipped with end-to-end container tracking, real-time emissions monitoring, and sustainability dashboards that feed into the group-wide reporting architecture. Where feasible, the sites are powered in part by on-site renewable energy infrastructure, such as solar panels and energy recovery systems.

Operational teams in Asia have undergone intensive onboarding and sustainability training programs delivered by Bertschi's

European headquarters. These programs ensure consistent application of process standards, safety protocols, and decarbonization objectives across all regions. Moreover, the expansion enables more efficient use of intermodal solutions in Asia, such as rail corridors and coastal shipping, contributing to a broader reduction of logistics-related CO₂e emissions.

This global growth initiative allows Bertschi to better serve multinational customers, reduce empty mileage through optimized network planning, and implement environmentally responsible transport solutions tailored to local infrastructure. It represents a key milestone in our mission to build a global, low-carbon logistics network that delivers safety, transparency, and efficiency from origin to destination.



Milestone IV: Start of Implementation of the ISO 50001 Standard

In 2024, Bertschi began implementing the ISO 50001 energy management standard at several major company sites. The certification process was launched at the German branches in Stade, Cologne, Duisburg, and Schwarzheide, as well as at the company's headquarters in Birr, Switzerland. ISO 50001 provides a structured framework to systematically monitor, analyse, and improve energy performance across operations.

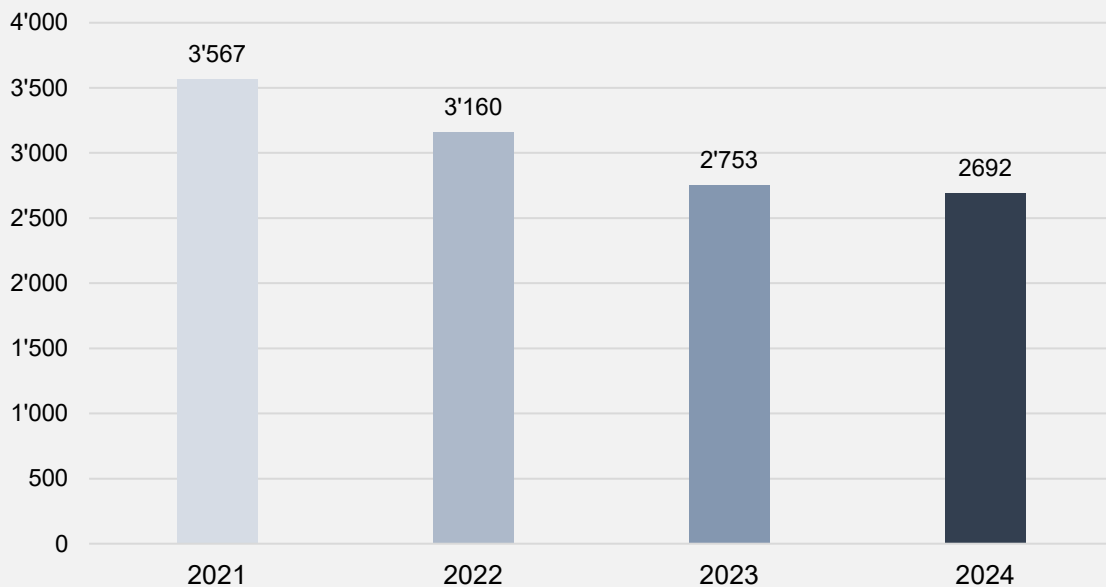
This initiative supports Bertschi's broader decarbonization and cost-efficiency strategy by increasing transparency in energy consumption and identifying savings potential in both transport and site-related activities. The implementation includes the integration of energy meters, data analytics dashboards, and operational best practices to reduce energy waste. The rollout is coordinated across all pilot sites and serves as a foundation for global standardization in energy management.

Once certification is complete, Bertschi will be able to compare energy performance across locations more effectively and identify synergies to further reduce Scope 2 emissions. The ISO 50001 framework will also enhance our ability to comply with regional energy reporting requirements and strengthen our positioning with energy-conscious customers and regulatory bodies.

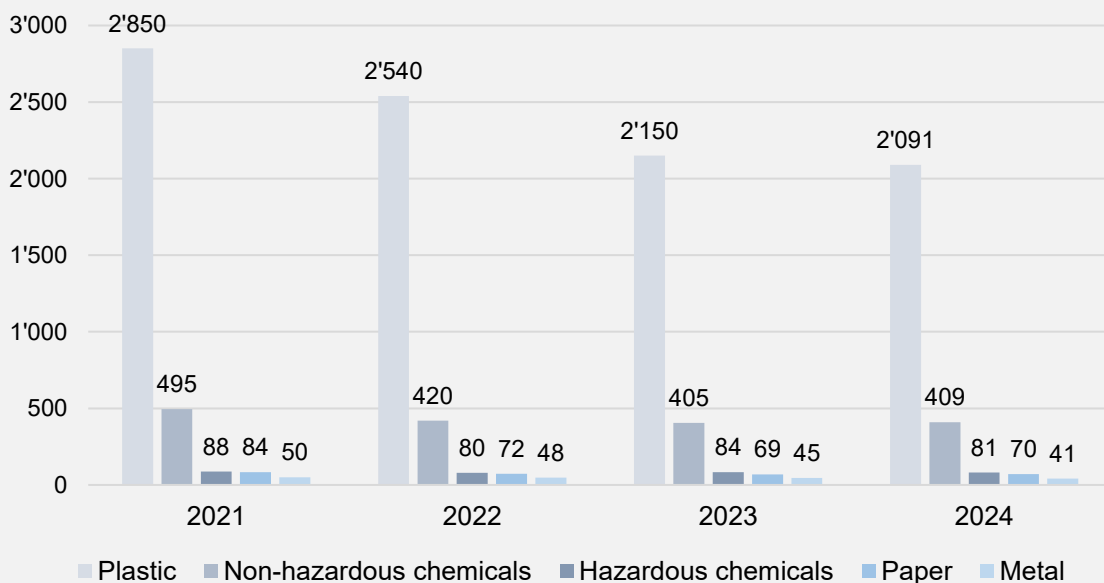
Waste Management

Bertschi has achieved an overall reduction in generated waste by 30% compared to 2021.

Generated waste in tons



Types of waste



Waste Volume Reduction and Recycling Performance

In 2024, Bertschi achieved a 2% reduction in total waste volume compared to the previous year, maintaining a strong trajectory in waste minimization and environmental responsibility. This development reflects systematic efforts across all operational areas and geographies to reduce waste generation, optimize recycling processes, and implement circular economy principles. The Group maintained a recycling rate exceeding 98%, with less than one ton of residual waste sent to landfill globally, confirming Bertschi's consistent performance as an industry benchmark.

Our waste strategy is based on five pillars: prevention, segregation, recovery, recycling, and digital traceability. Across all facilities, waste is categorized at the point of generation and routed through certified treatment and recycling partners. Each material stream, from paper to hazardous waste, is traced using internal digital and analog logs to monitor compliance, measure quantities, and analyze trends across the network.

Operational Waste Handling

Bertschi's European tank cleaning stations continue to set industry standards for environmental performance. Most of these stations use state-of-the-art multi-stage water treatment systems that combine mechanical filtration, chemical neutralization, and biological treatment.

As in previous years, all tank cleaning sites scored over 93% in the SQAS Tank Cleaning assessment, and no non-conformities were recorded during inspections by national environmental agencies.

Our workshops for trucks and containers have further enhanced waste separation processes in 2024. Detailed collection procedures now cover various waste categories, including oils, lubricants, brake fluids, paint residues, worn components, batteries, and e-waste. Waste is securely stored in marked containers until collection by licensed partners.

Governance, Engagement and Long-Term Waste Targets

In the office environment, Bertschi strengthened internal waste governance by rolling out harmonized sorting guidelines, staff training programs, and monthly feedback loops to ensure correct separation of paper, cardboard, PET, aluminum, organic waste, and mixed residuals. Centralized collection points and signage now guide users to avoid contamination and maximize recovery rates.

Bertschi's holistic waste management framework was also expanded to include site-specific performance indicators, supplier audits, and best-practice sharing across locations. These efforts contribute directly to our 2030 mid-term target of reducing total waste generation by 25% and achieving zero waste to landfill at all European locations. As we scale these practices globally, we continue to prioritize innovation, compliance, and transparency to support a sustainable logistics value chain.



Social Commitment



Occupational Health & Safety

Safety is a top priority at Bertschi. We are committed to providing all our employees with the safest possible workplace. To achieve this, we set ambitious annual safety goals. For the year 2024, we have established the following goals:

- Zero work-related accidents
- At least 120 safety check performance per BBS trainer
- Successful implementation of the "Stop at Risk 2.0" campaign
- Minimum of 60 driver training days at various European subsidiaries
- Zero traffic accidents caused by distraction while driving

At Bertschi, we understand safety as a continuous improvement process that never ends. By continuously developing our safety concept, we aim to raise awareness among our employees and protect them from dangers and risks. Our thorough approach involves conducting meticulous internal investigations using root cause analysis for every incident resulting in work absence. This allows us to gain valuable insights, identify areas for improvement, and implement targeted measures to prevent future incidents.

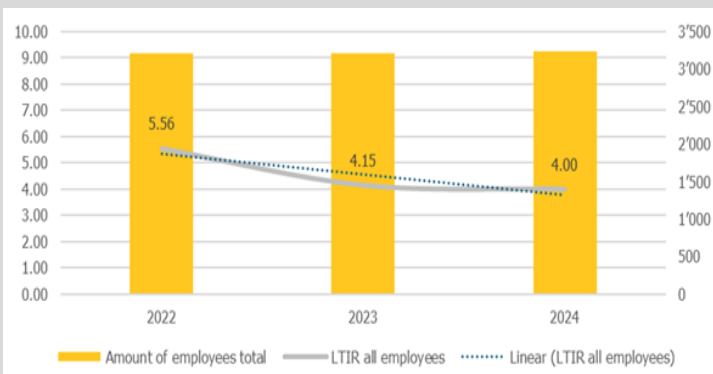
In summary, our dedication to occupational health and safety embodies our broader commitment to labour and human rights. By prioritizing the health and well-being of our employees and fostering responsible information management and data security, we strive to create a sustainable and ethical workplace that supports our staff and benefits the communities where we operate.

Lost Time Injury Frequency Rate (LTIR)

The lost time injury frequency rate (LTIR) is used as a key performance indicator to monitor the number of accidents per million hours worked. It includes all cases with at least one day of absence.

In 2024, work-related accidents among drivers decreased by 40%, with 9 recorded cases. Targeted training and safety measures in our workshops helped reduce workplace accidents.

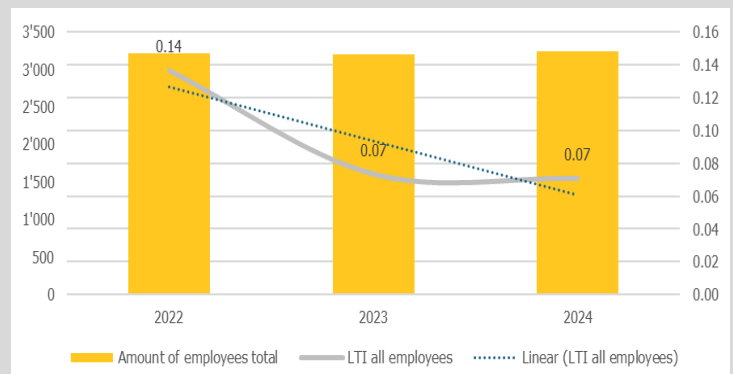
This led to a 0.15-point improvement in the LTIR compared to the previous year.



Lost time Injury Severity Rate (LTI Severity Rate)

The lost time incident severity rate (LTI) is used as a key performance indicator to measure the severity of accidents that lead to lost working days. It is calculated by multiplying the number of lost days by 1000 and dividing by the total hours worked.

The LTI remained steady at 0.07 in both 2023 and 2024, reflecting a continued improvement compared to earlier years. Although the level is low, we maintain our clear objective: zero incidents and zero lost days.



Diversity, Equity and Inclusion (DEI)

At Bertschi, we believe that a diverse, equitable, and inclusive workplace is essential for sustainable growth and innovation. DEI means acknowledging individual differences—whether related to *ethnicity, gender, age, sexual orientation, socio-economic background, religion, abilities, or ideologies*—and ensuring everyone is treated with fairness, respect, and dignity.

Advancing Gender Equality

Acknowledging the historically male-dominated nature of the logistics industry, we have prioritized gender balance as a key strategic objective. Our five-year strategy includes a clear goal: achieving a 50/50 gender ratio in our trainee programs. We are also actively working to increase the representation of women in leadership positions, moving beyond compliance toward lasting cultural change.

- **18%** of our global workforce is female
- Women hold **44%** of all office-based jobs
- Women currently hold **33%** of leadership positions

A Multicultural and Inclusive Workforce

Our headquarters in Dürrenäsch, Switzerland, reflects the rich cultural diversity that defines our company. With 71 nationalities represented and over 50 languages spoken, we actively foster an environment of open communication and mutual understanding. We recognize that a diversity of cognitive styles, communication methods, and lived experiences leads to stronger decision-making and innovation.

Through inclusive leadership practices, we ensure every voice is heard and valued. Leaders at all levels are trained to support equitable team dynamics, encourage diverse perspectives, and promote psychological safety.

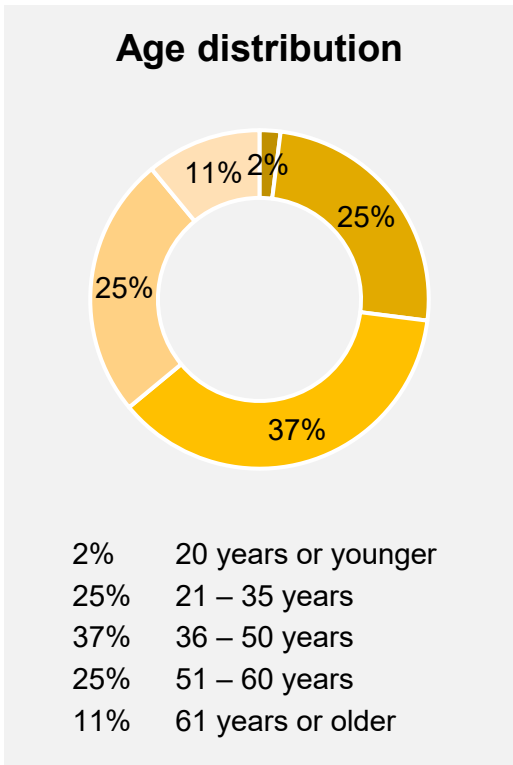
Talent Retention and Employee Well-being

Bertschi's commitment to fairness and employee engagement is reflected in our low turnover rate, which remained steady at 4.1% in 2024. With an average employment duration of 9 years, we're proud to maintain long-term, trusting relationships with our teams, especially in a competitive labour market.

Programs like the *Bike to Work Challenge* not only support environmental goals but also promote employee well-being and team spirit, reinforcing our inclusive and community-focused culture.

Embracing Intergenerational Collaboration

We value the unique contributions of employees at every life stage. Our age distribution in 2024 is as follows:



Working Conditions

At the heart of our sustainability efforts lies a strong commitment to fostering a safe, respectful, and empowering workplace for all employees. We believe that sustainable growth begins with the well-being and engagement of our people.

Fair Employment Practices

We ensure that all employees receive fair and competitive compensation in accordance with industry benchmarks and local labour regulations. Our employment policies support equal opportunities and inclusivity across all roles and levels of the organization.

Health, Safety, and Well-being

Protecting the health and safety of our workforce is a top priority. We maintain a proactive approach through regular risk assessments, compliance with occupational health and safety standards, and continuous workplace inspections. We also promote overall employee well-being through supportive policies and access to wellness resources.

Employee Engagement and Dialogue

Open communication is embedded in our workplace culture. We provide multiple channels for employees to share feedback, voice concerns, and contribute ideas. Regular engagement activities, such as town halls, team-building events, and internal communications, strengthen transparency and foster a sense of belonging and shared purpose.

Work-Life Balance

We understand that a healthy work-life balance is essential to long-term productivity and satisfaction. Our working hours are structured in compliance with labour laws, and we actively discourage excessive overtime, emphasizing the importance of rest and personal time.

Respect for Human Rights

We uphold the highest standards of human rights throughout our operations and supply chains. Our strict policies prohibit child labour, forced labour, and human trafficking. We carefully verify the age and employment status of all workers and collaborate with partners to maintain ethical labour practices across our value chain.



Employee Development

Ensuring Equal Opportunities for Training and Career Growth

We are dedicated to provide all employees with fair access to training, development, and advancement opportunities. This is key to boosting engagement, driving performance, and building a workforce that reflects diversity and inclusion. Everyone, regardless of gender, ethnicity, religion, age, disability, or sexual orientation, has the opportunity to grow their skills and progress in their careers. Our approach is grounded in transparent and equitable practices for hiring, promotion, and performance evaluation, supported by targeted training and mentorship programs that empower career development.

Fostering Open Communication and Constructive Dialogue

We actively encourage open dialogue and communication through regular meetings, knowledge sharing, and training initiatives. These efforts promote meaningful consultation, effective negotiation, and conflict resolution, which in turn strengthen productivity, competitiveness, and employee well-being. By cultivating mutual respect and identifying common goals, we aim to create a healthy, forward-looking work environment that upholds labour rights and human rights standards.

Training Overview			
Training	2024	2023	%
Basic trainings	1'240	1'210	+2.5%
BBS trainings	509	378	+34.7%
- for trucks	372	306	+21.6%
- for reach stackers	58	34	+70.6%
- for tank cleanings	6	2	+200%
- for terminal trucks	20	19	+5.3%
- for warehouses	35	12	+191.7%
- for empty lifters	18	5	+260%
Driver trainings	1'122	1'188	-5.6%
ISOPA	221	179	+23.5%
Customer specific	269	458	-41.3%
Workshop	28	24	16.7%
Dangerous Goods	212	486	-56.4%
Commercial	357	501	-28.7%

Commitment to Employee Development

In 2024, we conducted more than 3'900 training sessions aimed at enhancing our employees' skills, reinforcing their existing knowledge, and supporting greater efficiency and safety in their daily tasks.

By strategically identifying and developing talents and future leaders, we are fostering a workplace culture that empowers individuals to achieve their full potential and actively contribute to the company's long-term success. These initiatives play a key role in building a diverse, adaptable leadership team equipped to navigate and drive future growth.

Governance



Business-driven Governance

Our company is firmly grounded in the principles of integrity and ethical behaviour. We believe that maintaining the highest ethical standards is not only critical to our operational success but also essential to how our brand is perceived. We've developed a comprehensive strategy to tackle key ethical concerns such as bribery, corruption, gifts and hospitality, conflicts of interest, money laundering, and fraud. We carry out detailed risk assessments in these areas to proactively safeguard against ethical breaches. By identifying potential threats and weaknesses, we are able to implement strong preventative measures and maintain a solid framework of policies and procedures.

Bribery and Corruption

Bribery and corruption present serious risks to our business and stakeholders. We maintain a zero-tolerance stance on such practices, backed by ongoing training programs that equip our employees to recognize and avoid unethical behaviour. This training also empowers them to identify warning signs and report any suspicious activity.

Gifts and Hospitality

To prevent undue influence and avoid any perception of impropriety, we have established firm guidelines regarding the acceptance of gifts and hospitality. Our team receives clear instruction on how to assess and report any offers that could pose a conflict of interest or appear inappropriate.

Conflicts of Interest

Conflicts of interest have the potential to compromise our ethical standards. That's why we've created straightforward procedures to identify and disclose such situations. Regular employee training reinforces the importance of recognizing and steering clear of these conflicts.

Money Laundering and Fraud

We take a proactive stance against money laundering and fraud due to their serious legal and reputational risks. Through strict internal controls and thorough employee education, we are equipped to detect and report suspicious conduct, thereby reinforcing our culture of compliance.

Commitment to Fair Competition

Our dedication to fair market practices is reflected in our robust antitrust and competition compliance measures. We work to prevent behaviours such as price-fixing or market abuse, and support our approach through staff training, internal audits, and ongoing policy updates.

Strong Corporate Governance

Our governance model emphasizes responsibility, openness, and equity. These principles guide our interactions with employees, clients, and shareholders, while also promoting ethical conduct and transparent communication. Effective governance acts as a safeguard against misconduct and often contributes to stronger performance and public trust.

In an era where transparency and sustainability are under increasing scrutiny, companies in the transport and logistics sector are being held accountable for their social and environmental impact. This growing awareness shapes customer choices, employee expectations, and influences the decisions of job seekers who value alignment with their personal values.

Cybersecurity and Artificial Intelligence

Digital transformation brings new possibilities but also exposes businesses to cyber threats such as data breaches and financial loss. We actively manage these risks by enhancing our Information Security Management System (ISMS) and promoting staff awareness and education. As artificial intelligence (AI) continues to advance, it holds promise in fields like environmental protection, healthcare, and industrial optimization. At the same time, it introduces ethical concerns around privacy, bias, and safety. We take a responsible approach to AI deployment, guided by clear internal policies designed to protect trust among our customers and the broader public.

ESG and Governance Integration

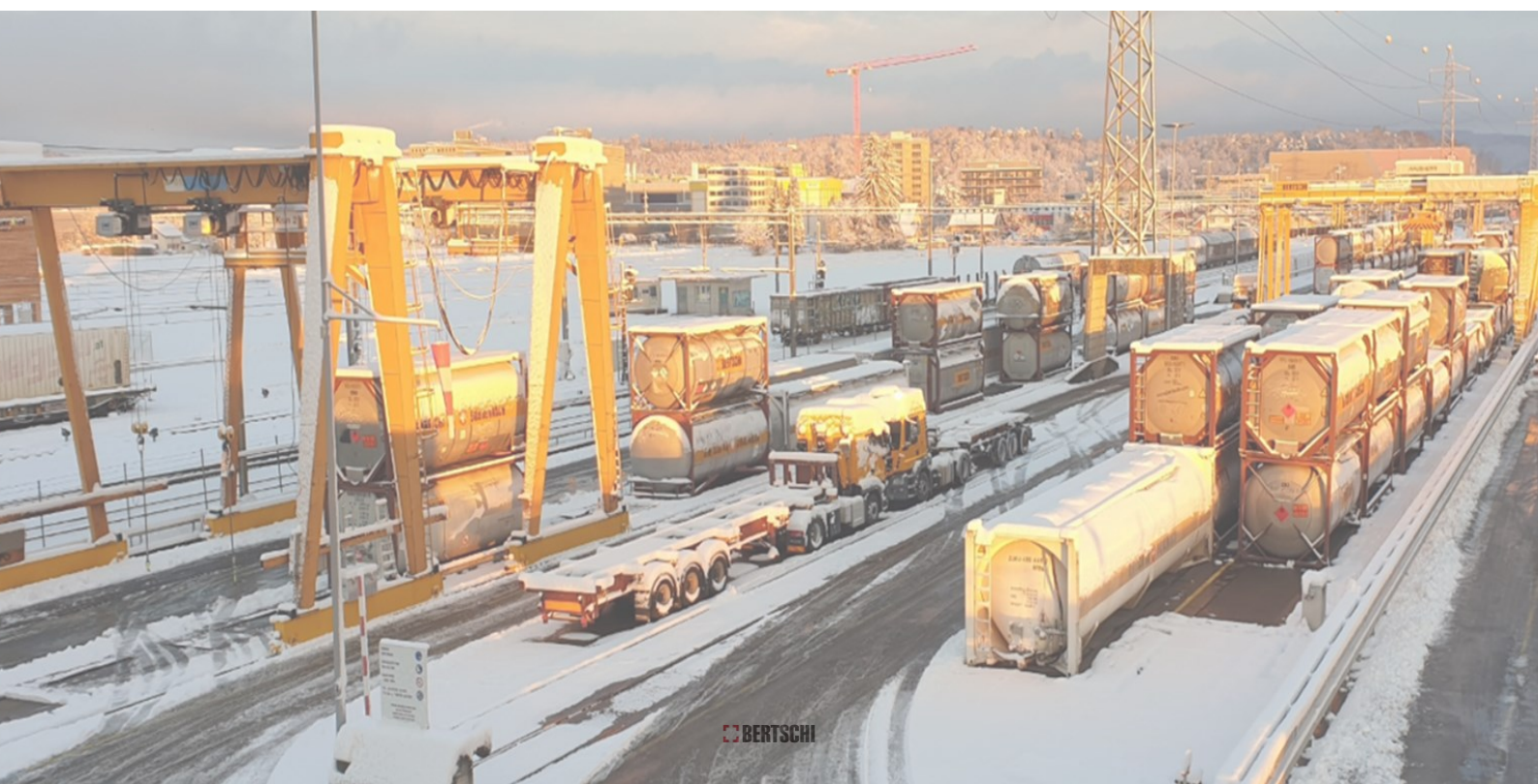
The expanding focus on environmental, social, and ethical obligations is reshaping the landscape of corporate governance. We incorporate long-term sustainability considerations and stakeholder interests into our decision-making processes. By embedding ESG principles into our governance framework, we affirm our dedication to transparency, responsible leadership, and positive societal and environmental outcomes.

What it means for Bertschi

As a leading player in the logistics sector, Bertschi is committed to fostering loyal, transparent, and reliable relationships with our customers, partners, employees, and the communities where we operate. In the face of global challenges and disruptions to the supply chain, we aim to be a dependable and adaptable partner, ready to anticipate, manage, and overcome potential setbacks.

In today's digital landscape, our responsibilities extend to safeguarding data and handling personal information with the utmost care. We uphold the highest standards in responsible communication - promoting transparency, encouraging open dialogue with stakeholders, and clearly conveying information about our services and operations.

Ethical and honest communication is not just a best practice; it is a pillar of our approach to relationship-building and reputation management. By consistently acting with integrity, compliance, and ethical awareness, we reinforce trust and strengthen our position as a reliable and principled organization.



Ensuring Compliance

Compliance and IT Questionnaire

In the fourth quarter of 2024, we launched an enhanced Compliance and IT questionnaire aimed at raising awareness among employees about the importance of adhering to both internal policies and legal requirements. Completion of this questionnaire was mandatory for all white-collar employees, as well as blue-collar employees in leadership roles across all Bertschi subsidiaries worldwide.

The questionnaire addressed a range of critical topics, including:

- Corporate ethics
- Labor & human rights
- Environmental protection
- Sustainable procurement
- IT guidelines

This questionnaire is updated and administered annually to reinforce understanding of our standards and to identify potential gaps in compliance. Additionally, it acts as a valuable feedback tool, allowing employees to provide input from their respective roles and highlight opportunities for improvement.

Questionnaire results

The participation in our questionnaire resulted in a **100% possible response rate**. Employees who could not participate were due to maternity leave, prolonged illness, or being out of office long-term for other reasons.

Encouraging Feedback and Ongoing Vigilance

The feedback received from the questionnaire was highly encouraging. As in the previous year, no major incidents were reported via the questionnaire or through our whistleblowing hotline in 2024. While this outcome indicates that our current policies and procedures may be effective in preventing ethical violations, we recognize that a lack of reported cases does not automatically confirm the absence of misconduct.

As a result, we remain committed to regularly reviewing and refining our policies and procedures to ensure they continue to effectively detect, deter, and address unethical behaviour.



Data Privacy & Security

Dedication to Data Privacy

Safeguarding personal information and preserving trust in our systems and services are central to our operations. Our stakeholders, including customers, employees, and partners, expect us to handle their data with care and diligence. We are deeply committed to this responsibility and rely on our established Privacy Framework and Strategy to fulfil these expectations and maintain stakeholder confidence.

Focus on Information Security

Ensuring data privacy and securing our IT infrastructure are fundamental to the continuity and integrity of our business. A robust physical and digital security posture not only protects sensitive information but also strengthens our supply chain and reduces operational risks.

We approach information security with the utmost seriousness. We face numerous challenges, including the dynamic threat landscape, global disruptions, the need to balance usability with protection, the cybersecurity talent gap, and the risks posed by third-party integrations. Given that human error remains a leading factor in security incidents, equipping our workforce with the knowledge to identify and respond to threats is essential. To this end, we require all white-collar staff to complete mandatory security awareness training.

Through strong data privacy practices and comprehensive security protocols, we strive to ensure legal compliance, protect personal data, and uphold the trust of those we serve. Continuous education, regular risk evaluations, and strict adherence to compliance standards are the foundation of our approach.

Training and Awareness Employees

Employees play a vital role in our efforts to protect personal data. Each team member is expected to incorporate data protection principles into their everyday responsibilities. To support this, we offer a range of web-based training programs and qualification opportunities to all staff with email access. These initiatives are designed to increase awareness, promote responsible data handling, and educate on secure practices. Additional privacy-related resources are accessible through our internal platform.

In 2024, we carried out cybercrime awareness campaigns through 29 separate IT initiatives, reaching an average of over 1'265 participants and achieving a low failure rate of just 0.5%. While this is a strong result, we recognize that even one lapse can lead to serious repercussions.

Beyond these campaigns, we also hosted 4 mandatory quarterly IT training sessions, which engaged an average of over 1'168 employees, with a timely completion rate of 93%.

All staff members and external contractors working with us are required to report any suspected data breaches. Local management, in coordination with data protection officers, determines whether to escalate matters to regulatory authorities and inform affected individuals. As in prior years, there were no data protection violations reported to supervisory authorities in 2024, highlighting the continued success of our preventive systems.



29

IT-security campaigns



1'265

average participants



99.5%

pass rate



0

safety violations

Supplier Engagement & Collaboration

At Bertschi, sustainability is not just an internal commitment—it's a shared responsibility that spans our entire supply chain. In 2024, we elevated our collaboration with suppliers and service providers, embedding deeper environmental accountability, transparency, and innovation into our operations. By working with partners who reflect our values, we are building a more resilient, responsible, and future-ready supply network.

Engaging with suppliers

We continue to prioritise meaningful engagement with our suppliers, fostering strong relationships grounded in environmental integrity and shared goals. We maintained open, two-way communication to ensure alignment on key sustainability objectives. Environmental criteria remained an integral part of our supplier selection and evaluation processes. We encouraged participation in sector-wide initiatives like ECTA Responsible Care and Operation Clean Sweep. A growing number of suppliers actively collaborated on joint training sessions and best practice exchanges, further advancing sustainable innovation across our supply chain.

Supplier code of conduct

Recognising that our environmental impact extends across our value chain, we have embedded sustainability into our supplier engagement strategy. Through a comprehensive *Supplier Code of Conduct*, targeted training, and continuous dialogue, we align our suppliers with our sustainability vision. Since 2022, we achieved full commitment from our top 100 suppliers to our environmental standards, marking a significant milestone. Our *Supplier Code of Conduct (SCOC)* continues to serve as a cornerstone of our ethical and environmental expectations. In 2024 we once again reached **100%** confirmation of compliance from our top 100 suppliers through our annual SCOC survey. This continued compliance reflects the strength of our partnerships and our suppliers' dedication to shared values.

Collaboration for Improvement

Our suppliers are essential partners on our journey toward environmental excellence, and we are committed to fostering long-term, collaborative relationships that enable mutual growth and positive impact. In 2024, we intensified our focus on continuous improvement through supplier collaboration, aiming to raise environmental standards and embed sustainability deeper into our shared value chain. Our approach goes beyond transactional relationships. We seek to cultivate a culture of shared responsibility, where suppliers are not only expected to meet baseline compliance but are also encouraged to innovate and improve alongside us. Through open dialogue and knowledge exchange, we work together to identify opportunities, address challenges, and build capacity for sustainable operations.

**Explore here Bertschi's
Supplier Code of Conduct**



External Service Provider Management

In a complex, interconnected logistics ecosystem, our service providers play a critical role in upholding environmental performance and operational safety. From transport subcontractors to tank cleaning stations and workshops, we depend on a vast network of over 1,700 partners worldwide. To ensure that these partnerships support our sustainability goals, we have established a robust framework for oversight, transparency, and continuous improvement.

In 2024, we partnered together with over 1'700 service providers worldwide. These partnerships are a fundamental building block of our company and play a key role in increasing the efficiency of our operations and consolidating our market presence.



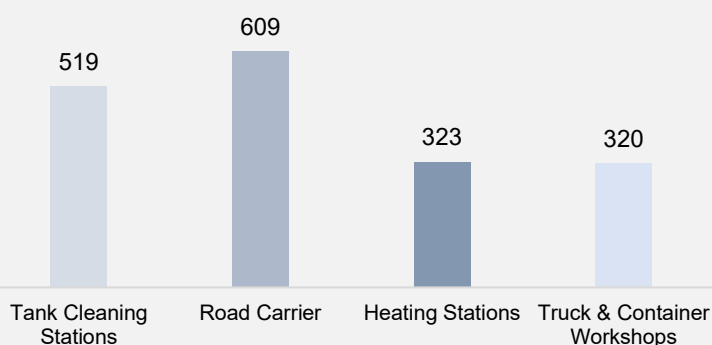
Audit Program

In 2024, we continued to expand and strengthen our **audit program**, ensuring that only service providers who meet our stringent quality, safety, and environmental standards are approved for operations. Our approach builds on previous years, with a broadened scope that now includes:

- Transportation subcontractors
- Tank cleaning stations
- Heating stations
- Truck and container workshops

Our modular audit questionnaire, launched in 2023, remains a cornerstone of this process. It enables us to tailor assessments based on the specific service category (e.g., SHEQ, depot, heating), allowing for more targeted evaluations and effective follow-up. Only providers with a valid Bertschi audit—or, in the case of tank cleaning stations, an approved industry certification such as **SQAS**—are authorised to deliver services on our behalf.

Number of external Service Providers 2024



Transparency and Accountability

Transparency is essential to building trust and ensuring consistent standards across our supply chain. All audit processes and outcomes are documented, tracked, and used to drive performance management. We maintain a **centralised digital system** to monitor audit validity and trigger re-audit requirements, ensuring continuous compliance. In addition, we engage in regular communication with our service providers, providing feedback on performance, clarifying expectations, and supporting corrective actions where needed. This level of accountability ensures that every service provider understands their role in contributing to our sustainability objectives.



Continuous Improvement and Outlook

In 2024, our focus was not only on maintaining high standards but also on driving continuous improvement among our service partners. Key efforts included updating and refining our audit criteria to reflect evolving environmental and safety standards; supporting service providers through training and sharing of best practices in sustainable logistics and maintenance; initiating discussions on decarbonisation opportunities, especially in transport and energy-intensive operations such as heating and cleaning.

Closing Words

Transparency and Accountability

At Bertschi, transparency is a foundational element of our sustainability approach. We actively communicate our expectations to suppliers and encourage them to share relevant environmental data, certifications, and performance metrics. This open exchange allows us to track progress, assess compliance, and ensure alignment with our high sustainability standards.

A Journey of Continuous Improvement

Sustainability is an ongoing commitment—never a finished goal. We continuously evaluate and refine our supplier assessment processes, update our sustainability criteria, and seek out innovative approaches to drive meaningful improvements. This mindset ensures our entire value chain evolves toward greater environmental responsibility.

Shared Responsibility, Shared Impact

Through collaboration with suppliers who prioritize sustainability, we work to reduce the environmental footprint of our operations and conserve vital resources. Our shared commitment fosters a more sustainable, future-ready supply chain. We firmly believe that progress is best achieved through partnerships grounded in shared values and long-term thinking.

**Together, we are creating a lasting, positive impact
For our planet and for future generations.**





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