



Sustainability Report 2025 Edition

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Chairman Message

Dear Readers,

Some companies discover sustainability. Others are simply built on it. Bertschi belongs to the second group.

When my father Hans Bertschi decided, in 1964, to move chemical shipments off the road and onto rail between Germany and Italy, he wasn't chasing a trend; there was no trend to chase yet. He was solving a practical problem: how to move hazardous liquids across the Alps more safely and more responsibly. Twenty employees and a handful of wagons later, that decision became the seed of everything we do to-day. Eight years on, in 1972, we solved another problem the same way, with a stainless steel, steam heated swap tank container that made rail transport genuinely competitive with road for liquid chemicals, years before regulation demanded it.

I mention these moments because they explain something about how our family thinks about this business. We do not measure ourselves against a quarter, or even against a single difficult year like 2025. We measure ourselves against what we are prepared to hand to the next generation, of employees, of customers, and of our own family.

That distinction mattered this year. European chemical markets stayed weak, and the wider economic backdrop gave everyone in our industry good reasons to defer investment and wait for calmer conditions. We chose not to. A family-owned company can afford to think that way; we don't answer to quarterly earnings pressure, only to the long-term health of the business itself.

What doesn't change with the market is what we owe the people and places our operations touch: fair labour conditions, safe workplaces, and a serious, non-glamorous effort to reduce what we emit. In early 2026, our Zhangjiagang site passed its Together for Sustainability audit, an independent, industry recognised review covering environmental performance, safety, labour standards and governance. It is a small result in the scheme of a global network, but a useful reminder that credibility here comes from being checked by someone other than ourselves, not from what we choose to publish about ourselves.

This report exists so that commitment can be checked, not just taken on trust. I would rather you read the figures that follow critically than take our word for them.

To everyone who has stayed with Bertschi through another demanding year: thank you.



*Hans-Jörg Bertschi
Chairman Bertschi Group*

CEO Message

Dear Readers,

2025 was another challenging year – the European chemical production stayed weak, several customer sites closed. Global chemical production remained surprisingly stable despite tariffs and geopolitical tensions. We were able to benefit both from our European but also global presence, grow our customer base and add value along chemical door-door supply chains.

Three decisions did most of that work. We opened new subsidiaries in Mexico, Taiwan and Ningbo to stay close to where chemical volumes were actually moving rather than waiting for Europe to recover. Our hub in Zhangjiagang ramped up meaningfully over the year. And we kept investing in Antwerp, Rotterdam and Singapore, where dangerous goods handling and storage supports the domestic chemical industry and the global trades.

Against our operating priorities, 2025 gave us a clearer picture on each on ethics and compliance. All our staff were retrained on our corporate guidelines. On labour and human rights, our Lost Time Injury Rate came in at 4.94 per 1'000'000 hours worked, -11%. On sustainable procurement, we audited 100% of our road carrier subcontractors against our own criteria. And on environmental performance, group wide CO₂e emissions came in at around 195'000 tons.

Digital tools played a growing role underneath these decisions, not as a side project but built into daily planning: better data lets customers see the real environmental footprint of their shipments instead of estimating it and let us catch capacity or

compliance risks earlier instead of reacting to them after the fact.

For 2026, our priorities remain customer focused: Winning in mature markets requires reliable Supply Chain concepts, a deep alignment with our customers' logistics, high efficiency, low costs - and a mission for sustainability. Our mission for sustainability is deeply ingrained in our company culture. Never in the past we were handling our supply chains more circular and customer-centred. We are happy to explore joint opportunities in a personal exchange. Please contact me for that.

My thanks go to every colleague who kept shipments moving through a genuinely challenging and dynamic market. Their work rarely makes it into a report like this, but it is the reason the rest of these pages exist.



*Jan Arnet
CEO Bertschi Group*

About this Report

This report covers the 2025 financial year, from January 1 to December 31, 2025, and includes all fully consolidated Bertschi companies. Where useful for context, we also show prior year figures to illustrate trends over time.

Unless stated otherwise, the KPIs and disclosures in this report reflect our ongoing group wide operations. Some subsidiaries run programs or initiatives tailored to their local market; these may differ in detail from the group wide approaches described here, but remain consistent with Bertschi's overall principles and guidelines.

Figures throughout this report are drawn from our internal reporting systems. For readability, some values are rounded, so percentages calculated from rounded figures may not always tie out exactly to the underlying absolute numbers.

Our environmental emissions data is consolidated across all subsidiaries and global

operations. Scope 1 emissions are based on primary operational data and calculated in line with the GLEC Framework to ensure consistency with industry practice. For Scope 3 emissions, specifically indirect transport related greenhouse gases, we work with EcoTransIT as our external calculation partner.

This is the fifth edition of our annual Sustainability Report. As we continue to refine our data and reporting systems, our approach to presenting certain KPIs may evolve in future editions, and we expect to add further metrics over time; any material changes will be disclosed transparently.

We welcome feedback on this report. Questions, comments or concerns can be sent to us via our website at

www.bertschi.com

or by email at

info@bertschi.com.



Sustainability Highlights

SILVER | Top 15%

ecovadis

Sustainability Rating

JAN 2026

CLIMATE IMPACT

180'070 t CO₂e

Avoided through
intermodal transport
solutions



ALTERNATIVE FUELS

1'596'400 l HVO

Reducing emissions
through renewable
diesel solutions



SAFETY CULTURE

16'077 safety checks

Strengthening safety
performance worldwide

4'114 training sessions
completed in 2025



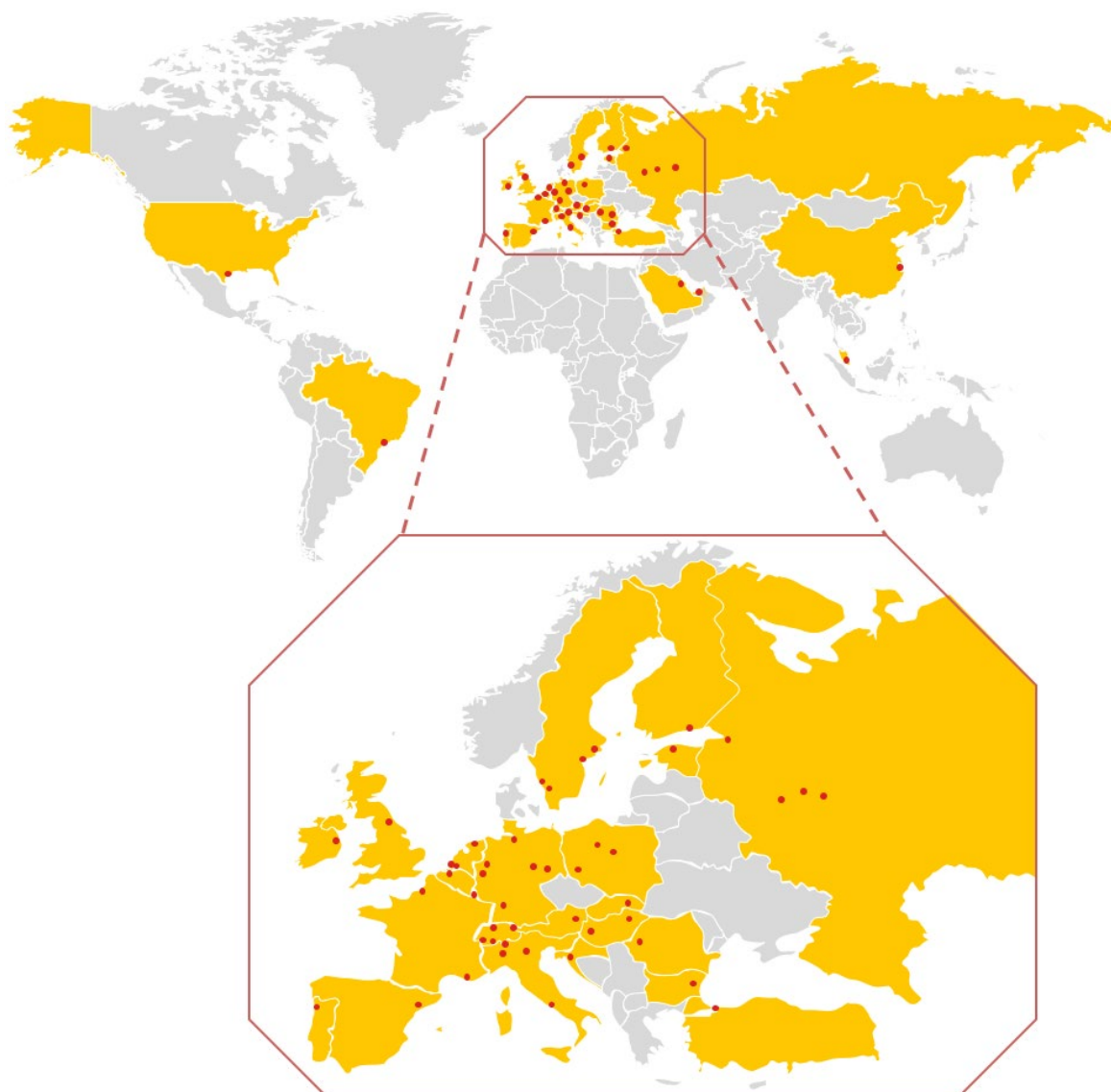
RESPONSIBLE SUPPLY CHAIN

100%

Supplier Code of
Conduct coverage of
key suppliers



Our Business



Liquids
Europe



Dry Bulk
Europe



Global
Global



Solutions
Global

Bertschi - At a Glance

Chemical logistics is not a segment of transport we happen to operate in; it is the only segment we operate in. That focus shapes everything from how we design our container fleet to how we train our people: every process is built around moving hazardous and sensitive chemical products safely, reliably and with a shrinking environmental footprint.

We do this across rail, road and maritime transport, coordinated centrally from our headquarters in Switzerland. As of 2025, our organisation spans 3000 employees, 68 subsidiaries and operations in 34 countries. Our fleet includes more than 49'100 specialised tank and dry bulk containers and 900 trucks, supported by 30 rail terminals across Europe that keep intermodal transport genuinely competitive with the road.

That footprint didn't happen overnight. Over the past decade we've deliberately expanded into strategically important regions, building direct operations where it matters most and relying on trusted agency partners elsewhere. The result is a global tank container network built on decades of European chemical logistics expertise, one that continues to earn the trust of both long-standing customers and companies working with us for the first time.

We remain a family-owned business, and that ownership structure is not incidental to how we treat our people. We compete for talent the same way we compete for customers: by offering genuine long-term careers, not just jobs, and by building a workforce that reflects the cultures and markets we operate in.



3'000

Employees
worldwide



68

Subsidiaries



1.02 bn

Turnover (CHF)



49'100

Containers



1956

Founded



900

Own trucks



34

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

Our 2025 Sustainability Strategy builds on the strong foundations established in previous years and reflects our ongoing commitment to responsible business practices across four strategic pillars: **Business Ethics, Labour & Human Rights, Environment, and Sustainable Procurement**. By continuously enhancing our initiatives, embracing new ideas, and fostering strong partnerships, we continue to drive sustainable growth and generate lasting value for our stakeholders.



Business Ethics

In 2025, ethical behavior and integrity remained fundamental to the way we conduct business. Our **zero-tolerance approach to corruption and bribery** continued to support compliance with legal requirements and reinforce responsible decision-making across the organization.

We maintained secure and confidential reporting channels while continuing to promote a speak-up culture that encourages transparency and accountability. Ethics and compliance training further supported awareness and responsible conduct throughout the business.

We also continued to work with partners and suppliers who share our commitment to high ethical standards. Our Business Ethics Policy provides the framework for these expectations and reflects current regulatory requirements and recognized industry practices.

Labour & Human Rights

Respect for human rights, equal opportunities and fair working conditions remain an integral part of our corporate culture. In 2025, we continued to strengthen our efforts to promote **diversity, equity and inclusion**, while reinforcing measures that support the wellbeing, dignity and rights of individuals throughout our value chain.

All employees continue to receive mandatory training covering human rights, workplace safety, anti-discrimination and inclusive behavior. We also intensified our engagement with suppliers and business partners to support compliance with our *Supplier Code of Conduct* and ensure that fundamental human rights principles are consistently respected.

Our Labour & Human Rights Policy provides the framework for these activities, defining clear objectives and responsibilities while reaffirming our commitment to fostering a fair, respectful and inclusive working environment.

 ***At Bertschi, we believe that Sustainability is achieved through the decisions we make today and the responsibility we embrace for tomorrow.***

Environment

As environmental challenges continue to evolve, we remain focused on reducing the impact of our operations and advancing sustainable logistics solutions. In 2025, key priorities included the **decarbonization of transport activities**, the continued expansion of **intermodal transport**, and the implementation of measures to improve operational efficiency and reduce emissions.

Further progress was made in energy efficiency across terminals and warehouses through optimized processes, intelligent energy management and infrastructure improvements. We also continued to advance our waste reduction efforts by supporting recycling initiatives and limiting the use of disposable materials wherever possible.

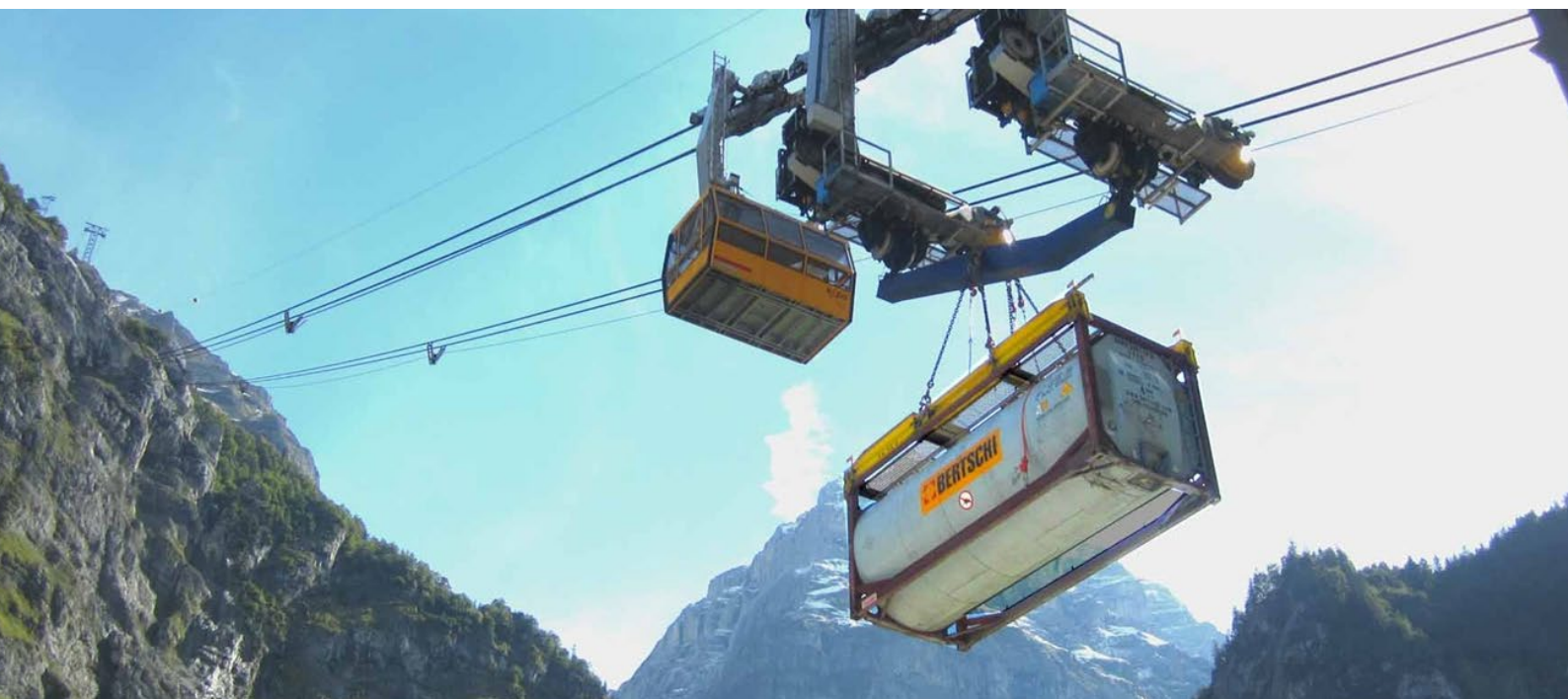
Guided by our Environmental Policy, these actions contribute to our long-term objective of lowering environmental impacts, addressing climate-related challenges and promoting responsible environmental stewardship throughout our operations.

Sustainable Procurement

In 2025, sustainable procurement remained a key element of our sustainability strategy. We continued to integrate **environmental and social considerations** into supplier assessments and procurement decisions, helping to strengthen responsible sourcing practices across the supply chain.

Our focus remained on working with suppliers that demonstrate strong performance in quality, safety and sustainability, supported by recognized standards such as **ISO 14001, ISO 9001 and SQAS**. Through regular evaluations and ongoing dialogue, we encouraged transparency, continuous improvement and shared responsibility throughout our supplier network.

By fostering long-term partnerships and responsible sourcing practices, we continue to enhance the resilience of our supply chain and support our broader sustainability objectives and business values.



Stakeholder Engagement

Sustainability is deeply embedded in our business strategy and the communities in which we operate. We place strong emphasis on active engagement with our key stakeholders, including employees, customers, suppliers, industry peers, and the wider community. Through close cooperation with these groups, we aim to achieve long-term progress and contribute to a more sustainable future.

Collaboration plays a vital role in reducing environmental impacts, strengthening social responsibility, and generating economic value. At the same time, it helps build trust, transparency, and credibility, creating a solid foundation for the successful implementation of our sustainability initiatives. We remain dedicated to maintaining an ongoing dialogue with stakeholders to support the achievement of our sustainability objectives.

To tackle increasingly complex sustainability challenges, we actively engage in international industry associations and networks. By sharing expertise, developing common standards, and participating in joint initiatives, we contribute to meaningful industry progress while aligning our efforts with globally recognized frameworks and best practices.

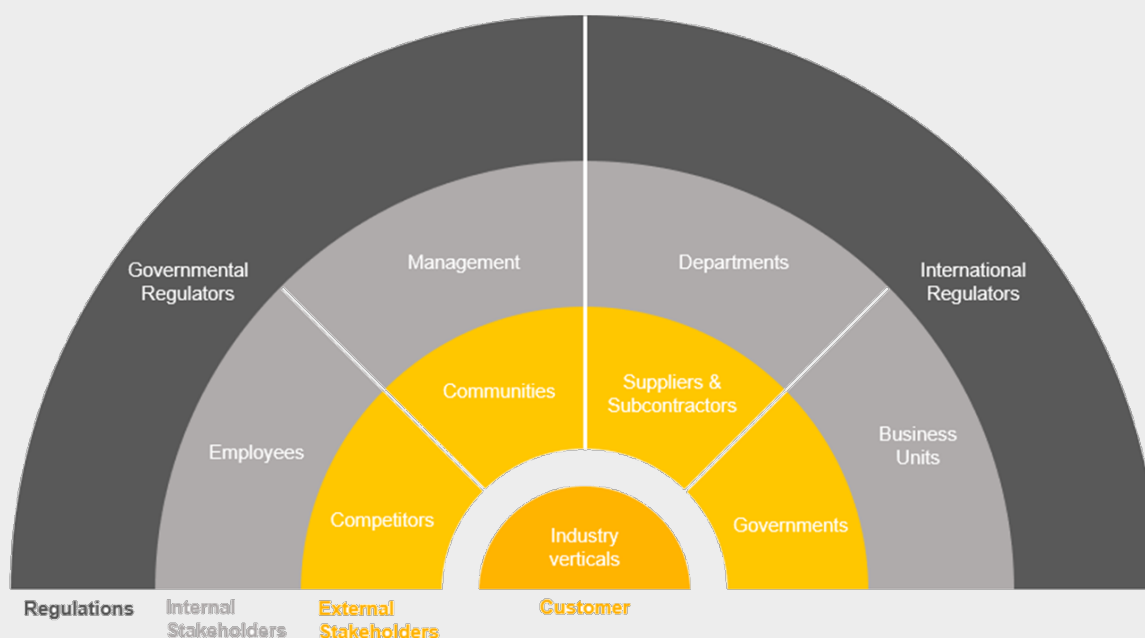
Our involvement in organizations such as ECTA, ITCO, EFTCO, ERSC, ASTAG, Spedlogswiss, SFC, GLEC, and TfS demonstrates our commitment to industry collaboration and sustainable leadership.

Transparent and constructive communication is essential for building and maintaining stakeholder trust. We actively consider stakeholder perspectives when making decisions that may influence economic, environmental, or social outcomes, including human rights matters. This exchange enables customers, carriers, suppliers, and other partners to make informed decisions about working with our company.

Our communication approach covers both internal and external stakeholder groups (see the following two pages for further details). Guided by our Corporate Communications Guideline, we ensure consistent, transparent, and audience-oriented communication. Internally, our intranet serves as a central platform that provides equal access to information and encourages engagement throughout the organization.

We are committed to communicating in a clear, responsible, and transparent manner. To support open dialogue, inquiries are handled professionally and without unnecessary delay.

As a family-owned company, we comply with all applicable legal and regulatory requirements in accordance with our internal policies. In addition, our Incident and Crisis Communication Guideline ensures timely and appropriate stakeholder communication whenever disruptions occur.



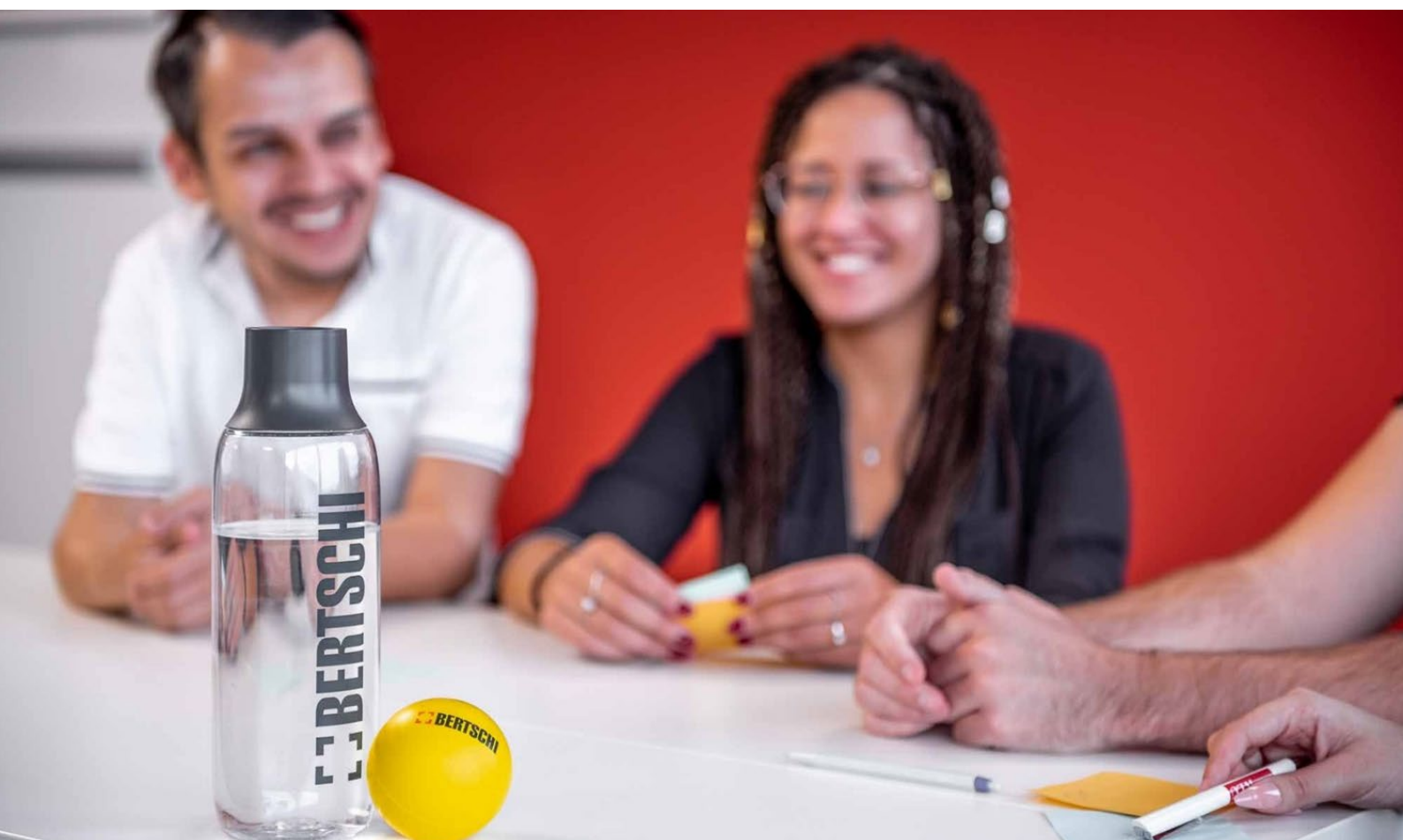
Stakeholder Overview

Internal Stakeholders

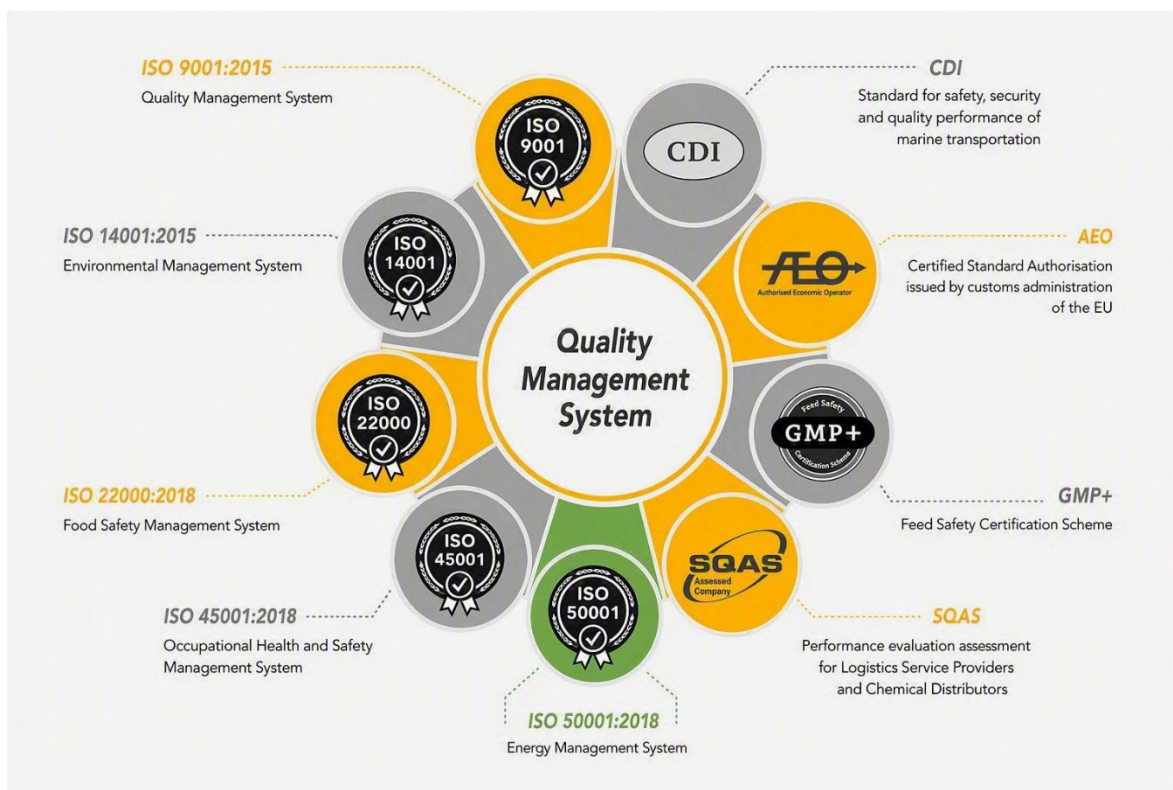
Stakeholder	Our Expectation	Our Response
Management 	• Follow QMS policies and procedures • Realization of targets and strategy • Customer focus • Deliver high-quality service • Sustainable leadership • Leadership attitude • Providing an efficient working environment • Recruitment of talents	• Fair working conditions • Sufficient resources • Clear communication • Recognition and reward • Effectiveness of operations • Clear guidelines and policies • Standardization • Participation rights • Freedom of choice
Employees 	• 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	• 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 	• 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	• Clear vision and strategy • SMART Goals • Clear processes • Freedom of choice • Participation rights • Effectiveness of operations • Sufficient resources
Business Units 	• 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	• 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
Customers 	• Transparency • Openness • On-time payments • Legal compliance • Data Security • Loyalty • Good publicity • Avoiding false claims/allegations • Ethical work conduct	• 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
Suppliers & Subcontractors 	• Respect for contractual agreements • Deliver high-quality service • Follow QMS policies and procedures • Customer focus • Legal compliance • Compliance with ethics policy • Sustainable operations	• Continuity • On-time payment • Respect for contractual agreements • Legal compliance • Safe working equipment • Long-time working relationship • Data security • Ethical working conduct • Fair treatment



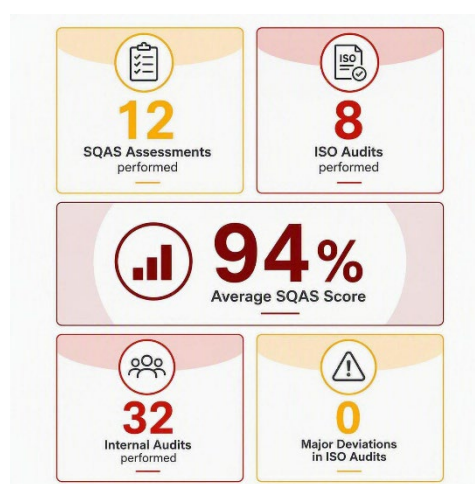
Standards & Certifications



As a globally active logistics provider, we recognize the importance of meeting internationally accepted standards and maintaining certifications that demonstrate our commitment to quality, safety, sustainability, and operational excellence. These frameworks help ensure consistent performance, support continuous improvement, and provide our customers and partners with confidence in our services.

Our management systems are certified in accordance with ISO 9001:2015 for quality management, ISO 14001:2015 for environmental management, ISO 22000:2018 for food safety management, and ISO 45001:2018 for occupational health and safety management. In addition, since 2025, we have been certified to ISO 50001:2018, underlining our commitment to systematic energy management and the

continuous improvement of energy performance across our operations. Together with industry-specific certifications and assessments, these standards provide a structured framework for process optimization and help ensure compliance with the specialized requirements of the chemical logistics sector.



We also recognize the importance of meeting specific product and market requirements. We are certified under **GMP+** for feed safety management and operate in accordance with **Kosher standards** for the handling and transportation of kosher products.

Environmental stewardship remains a key priority. Through our participation in the **Operation Clean Sweep (OCS)** initiative, we continuously enhance measures to prevent pellet loss, incorporate OCS requirements into our audit processes, and prepare for emerging regulatory developments.

Initiatives & Awards

In 2025, Bertschi continued to advance environmental and social initiatives, leveraging our expertise to develop innovative and sustainable transport solutions. We remained committed to environmental responsibility while supporting and empowering our employees.

Our commitment to sustainability was recognized by several respected institutions, reflecting the positive impact of our efforts. These recognitions reaffirm our belief that we are on the right path - creating meaningful value for our industry, our society, and the planet.



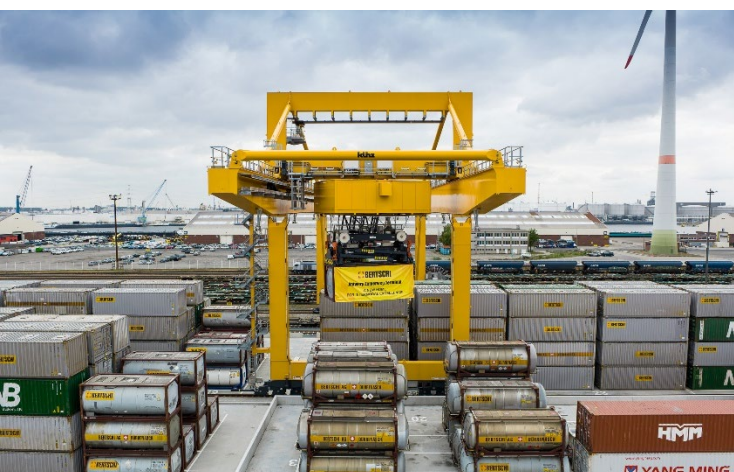
Trimodal Terminal for the handling of Dangerous Chemical Goods

With a total area of 60,000 m², the AZT terminal is optimally designed for the storage of Dangerous Goods (DG) and non-DG's in tank containers. The facility offers space for more than 2,500 TEU (Twenty-Foot Equivalent Units), including 1,290 TEU specifically for Dangerous Goods. In addition to storage, the terminal emphasizes an expanded trimodal transport offering, integrating rail, inland waterway, and truck connections to optimize intermodal logistics.



The terminal is equipped with state-of-the-art safety infrastructure, including fire-resistant zones, redundant fire-fighting pumps, and a remotely operated gantry crane. These advanced safety measures ensure secure and efficient operations, in line with Bertschi's high standards.

The facility also features 60 tank container heating stations, allowing on-site heating of products. A further highlight is the option for bonded warehouse storage, offering added logistical flexibility.



With four handling tracks each 650 meters in length, the terminal can accommodate full trains and ensure seamless goods distribution. Via inland waterways connected to the deep-sea port, imports can be transported directly to AZT, stored efficiently, and then redistributed via rail or truck to their final destination.

Following a phased start-up over recent months, the official opening took place on 7 May, 2025, with over 100 invited guests in attendance. The event included speeches from Jacques Pitteloud, Swiss Ambassador to Belgium, and Johan Klaps, Alderman of the Port of Antwerp, which were attentively followed by those present.

“We are proud to open this new terminal and expand our logistics capacity here in Antwerp. With the modern infrastructure,

we can offer our customers efficient and secure handling of liquid Dangerous Goods imports and exports, including storage and intermodal distribution,” said Jan Arnet, CEO of the Bertschi Group.

During a subsequent tour of the terminal, guests had the opportunity to experience the scale of the facility and gain detailed insights into the logistics services and operational processes offered.

Opportunities in Colombia - a growing economy in Latin American

With over 50 million inhabitants, Colombia is one of the fastest-growing economies in Latin America. The country offers several advantages, including political stability, a strategically ideal geographical location, and several government reforms which helped to attract foreign investment. Major chemical companies have already shown their confidence in Colombia.

In November 2024, Bertschi attended APLA (Asociación Petroquímica y Química Latinoamericana), to meet with customers and partners and to engage in discussions about opportunities in and out of Latin America. The growing number of attendees goes in hand with the increasing importance of the chemical market of Latin America as it connects to global markets without barriers.

We took this opportunity to establish a new partnership with ULS (United Logistics Service), part of FAM Team Group, to expand our blueprint in the region.

ULS was founded in 2020 as the logistics arm of FAM Group, a Colombian company based in Bogotá, with operation in Cartagena, Barranquilla, Santa Marta, and Buenaventura (Pacific Coast). ULS has a strong network and knowledge about the Colombian logistical market.

With our new setup, we can now offer chemical logistics services via both the Pacific and Atlantic Oceans, profiting from the



rapidly developing infrastructure in the country.

During this trip, we also toured the main ISOtank depots in the region and learned more about this market, preparing ourselves to support our customers by introducing our global standards to the region. We've seen a promising development of the capabilities of our partners in Colombia. In recent months, we have steadily increased our presence with Bertschi ISO-tanks in various Colombian ports.

We are confident that this new cooperation can support our customers to further intensify their exchange with this emerging country in South America.

Colombia adds a valuable piece to our Latin American puzzle, and we are optimistic about achieving sustainable growth in the region together with our global customers.



More Capacity, More Possibilities – Rotterdam goes all-in on Plot C2

The port of Rotterdam, Europe's largest seaport, has further cemented its role as a key gateway for imports in recent years. This has led to persistently high demand for container storage space, particularly for dangerous goods.

In order to keep pace with this development, work began on the fifth expansion of the terminal in Rotterdam at the start of 2024.

The extension was carried out on previously unused land on the northeastern side of the terminal and encompasses additional storage capacity of over 1,000 TEU over an area of 1.7 hectares. A filling station was also built to enable the terminal vehicles and reach stackers to be refuelled with sustainable HVO fuel.

Following the construction of Plot A in 2006 and Plots B, C1 and D in 2015, the most recent extension is called Plot C2. For the construction of Plot C2, 22,000 cubic metres of earth were moved, 930 cubic metres of cement processed and 800,000 stones laid to prepare the areas for the use of reach stackers. The sewers are designed so that they can be used as certified retention basins for dangerous goods in an emergency. An unexpected challenge was the protection of seagulls, which led to months of delays. As the birds are under special protection in the Netherlands, construction work was interrupted again and again. We hope that they enjoyed their time with us – and that they will not return. We certainly won't miss them.

The C2 terminal extension was successfully handed over to the local workforce in December 2024. Following completion, Bertschi now has a total storage capacity of 7,300 TEU in Rotterdam, of which 2,200 TEU are reserved specifically for dangerous goods.

In addition to bonded storage, the expanded infrastructure offers further critical advantages: containers can be heated with steam, electricity or hot water as required to safely store temperature-sensitive products. The terminal also has a direct rail and sea connection, which enables seamless intermodal shipping by ship, rail and truck. These versatile transport options make the terminal a high-performance hub for the chemical industry and international transshipment of goods.

We believe that this latest expansion step – together with the existing infrastructure – will further strengthen our position as an integrated partner for storage and import concepts and open up new opportunities for growth.

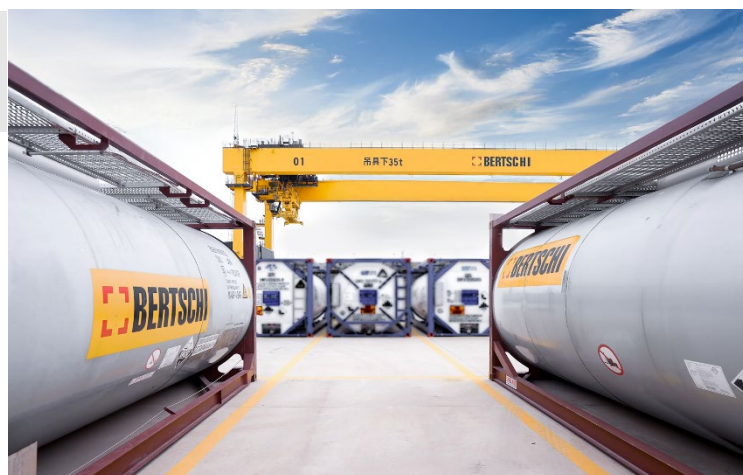
Seamless Access to Europe for Chinese Chemical Producers

For many Chinese chemical producers, entering the European market is a major step, coming with complex regulations, long transport routes, and unfamiliar logistics systems. Bertschi makes that transition smooth and efficient.

With a strong presence in both China and Europe, Bertschi connects production sites in Asia directly to their customers across the continent. Our network of intermodal terminals — strategically located in DACH, Benelux, Italy, eastern Europe, Spain, Portugal, the UK, and the Nordics — serves as the gateway to Europe's industrial heartlands. What makes the difference: By combining rail, road, ship, and storage in one integrated system, Bertschi creates reliable and sustainable logistics flows for bulk liquid chemicals. The benefits are clear:

- Shorter transit times and fewer delays
- Reduced carbon footprint
- Full compliance with Europe's strict safety and environmental standards

Bertschi's local experts in China and Europe work closely together to ensure seamless coordination, from export preparation and customs to final delivery. Whether producers are establishing first shipments to Europe or scaling up a long-term supply chain, Bertschi helps them do it with confidence.



Developments of Bertschi Emission Reports

Bertschi has continued to enhance its emission reporting, providing customers with transparent, reliable, and methodologically robust data aligned with the internationally recognized ISO 14083 standard and the GLEC Framework 3.0. The reporting covers not only transport-related emissions but also relevant hub activities such as tank cleaning, heating, storage, handling, and empty mileage, providing a comprehensive view of the emissions associated with each transport order.

The accuracy of the emission data has been further improved through more precise calculation of transport coordinates. This enables a more accurate determination of transport distances and,

consequently, a more precise assessment of the associated greenhouse gas emissions. Together with the expanded system boundaries, these improvements provide an increasingly detailed and realistic picture of the environmental impact of Bertschi's logistics services.

In addition, all emission data is now made available to customers directly through the Customer Web Portal. This gives customers convenient and continuous access to their emission data at any time, supporting transparent monitoring as well as internal and external sustainability reporting. The combination of improved calculation accuracy, comprehensive emission coverage, and direct digital access further strengthens the quality, usability, and transparency of Bertschi's emission reporting.

Bertschi Receives Sino-Swiss 2025 Sustainable Development Award in Beijing

To celebrate the outstanding business achievements of Swiss companies in China and commemorate the 75th anniversary of diplomatic relations between Switzerland and China, the Sino-Swiss Business Awards ceremony and gala dinner was grandly held in Beijing on August 27, 2025. This prestigious event, hosted by the Chinese Swiss Chamber of Commerce and co-presented by the Swiss Embassy in China, unveiled the winners of the five major awards for 2025.

After the previous rigorous and impartial evaluation process, Bertschi stood out among numerous outstanding enterprises and was honored with 3rd place for the "Sustainable Development Award for SMEs".

This accolade not only recognizes Bertschi's significant contributions to the field of sustainable development but also affirms our continuous efforts in environmental safety, social responsibility, and economic resilience.

Since its establishment, Bertschi has always embedded the concept of sustainable development into its corporate growth philosophy. We actively promote green supply chain management, working with partners to fulfill environmental commitments, reduce resource consumption, minimize environmental impact, and strive to build a more sustainable business model.

Bertschi will continue to uphold its green development philosophy, constantly improving its performance in sustainable development and providing customers with more environmentally friendly and efficient integrated supply chain solutions.

We would like to extend our gratitude to the judging committee for their recognition, to our customers and partners for their long-term support and trust, and to every member of the Bertschi family for their hard work. In the future, Bertschi will continue to collaborate with all partners to drive green innovation, contribute to sustainable development, and help build a better world.

Since its inception in 2013, the Sino-Swiss Business Awards have been dedicated to recognizing Swiss and Chinese enterprises that have made exceptional contributions to promote business relations between the two countries. The 2025 awards mark the seventh edition of this prestigious event, continuing to focus on SMEs and large enterprises that excel in innovation, sustainable development, digital transformation, talent development, and Sino-Swiss business cooperation, showcasing the remarkable achievements of Swiss and Chinese companies in bilateral economic collaboration.

It is worth mentioning that this year introduced a new Legacy Award, granted to companies with a strong Swiss brand identity—whether wholly Swiss-owned or operated by a Swiss management team—that have been continuously operating in China for over 20 years. The winners symbolize the spirit of long-term stability and mutually trusted cooperation between Switzerland and China.



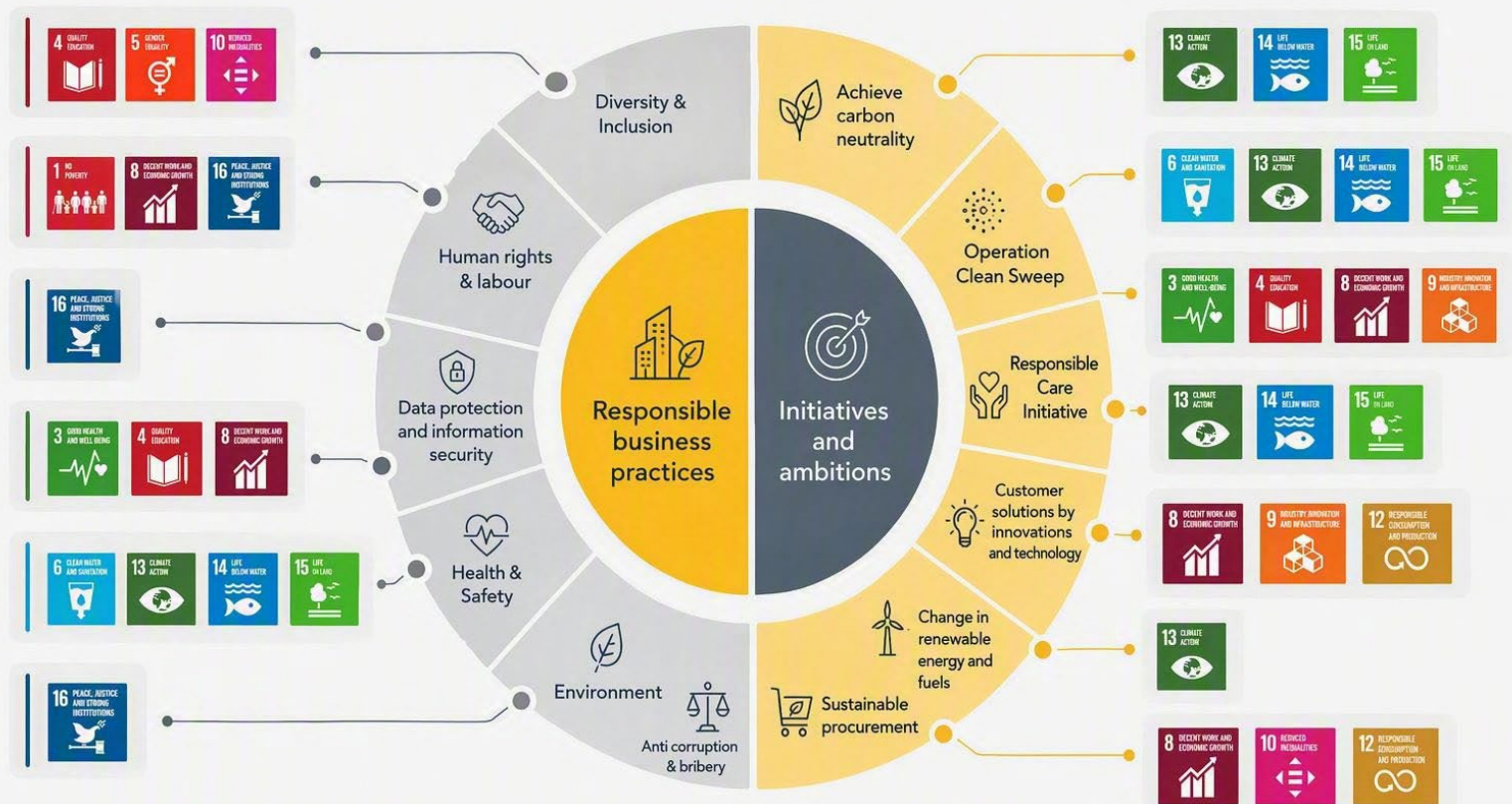
UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a global framework for addressing key environmental, social and economic challenges. Through 17 interconnected goals, they encourage businesses, governments and civil society to work together in creating sustainable solutions for future generations.

Since their adoption by the United Nations in 2015, the SDGs have served as a shared roadmap for advancing prosperity, protecting natural resources and improving quality of life worldwide by 2030.

At Bertschi, sustainability is embedded in our overall business strategy and guides our approach to environmental, social and governance matters. Through our operations, long-term initiatives and strategic ambitions, we actively support 13 of the 17 SDGs. The goals that are not directly within the scope of our activities are SDG 2 (Zero Hunger), SDG 7 (Affordable and Clean Energy), SDG 11 (Sustainable Cities and Communities) and SDG 17 (Partnerships for the Goals).

By incorporating the SDGs into our sustainability approach, we aim to create lasting value for our stakeholders while contributing to global efforts that support a more sustainable and resilient future.



Building a better future together

Our actions today drive long-term value for our customers, communities and the environment.



Integrity
in everything
we do



Collaboration
for greater
impact



Innovation
for a sustainable
future



Responsibility
across our
value chain

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 	- 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	- Code of business conduct - CSR / ESG guideline - Supplier code of conduct - Company goals - Employee regulations
3 Good health & well-being 	- LTIFR reduced by 0.63 points in 2025 compared to 2024 (5.57 → 4.94) - LTISR increased by 0.02 points in 2025 compared to 2024 (0.07 → 0.09) - 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	- 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 	- Conducted 4'114 training sessions in 2025 10.0 Ø training hours per employee in 2025 - 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	- CSR / ESG guideline - Company guideline - Company goals - SHEQ & Training goals - Responsible care guideline - SHEQ guideline - KPI reporting
5 Gender equality 	- Use standard recruiting processes and procedures - Implement grievance and whistleblower processes - Compliance with all applicable laws and legislations - Provide equal employment and career opportunities	- Code of business conduct - CSR / ESG guideline - Supplier code of conduct - Company guideline - Company goals
6 Clean water & sanitation 	- 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	- Supplier code of conduct - Company goals - SHEQ & Training goals - Environmental goals
8 Decent work and economic growth 	- Implement whistleblowing & grievance process - Conduct employee surveys - Perform regular appraisal talks - Financial support for team events & Sponsorships	- Code of business conduct - CSR / ESG guideline - Company goals - Responsible care guideline

9 Industry, innovation & infrastructure 	• 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	• CSR / ESG guideline • Company goals • Responsible care guideline
10 Reduce inequalities 	• Implement whistleblowing & grievance process • Conduct employee surveys • Perform exit interviews • Carry out regular appraisal talks	• Code of business conduct • CSR / ESG guideline • Company guideline • Company goals • Supplier code of conduct
12 Responsible consumption and production 	• Average idling time was reduced by 10.39 minutes per truck per day in 2025 compared to 2023 • Improvement of coasting score by 1.86 points compared to 2023 • MAPON Performance monitoring • Increase Euro 6 trucks within the fleet • Conduct dangerous goods safety trainings	• CSR / ESG guideline • Supplier code of conduct • Company goals • SHEQ & Training goals
13 Climate action 	• Prevention of 180'070 tons CO₂e vs. pure road thanks to our modal shift of 79% intermodal • Bertschi Logistics Zhangjiagang successfully completed the TfS Audit • CO₂e measuring and reduction plan • MAPON performance monitoring • Reduce idling and coasting • The share of Euro 6 trucks within the fleet reached 97% in 2025 (compared to 88% in 2023)	• CSR / ESG guideline • Supplier code of conduct • Company goals • SHEQ & Training goals • Environmental goals • Responsible care guideline • SHEQ guideline
14 Life below water 	• 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	• CSR / ESG guideline • Supplier code of conduct • Company goals • Environmental goals • Responsible care guideline • SHEQ guideline
15 Life on land 	• 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	• CSR / ESG guideline • Supplier code of conduct • Company goals • Environmental goals • Responsible care guideline • SHEQ guideline
16 Peace, justice & strong institutions 	• 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	• Code of business conduct • CSR / ESG guideline • Supplier code of conduct • Company goals

Environment



The Role of Transportation in Global Emissions

Transportation remains a significant contributor to global greenhouse gas emissions and plays a central role in the transition towards a low-carbon economy. According to the International Energy Agency (IEA), road transport generated more than 6 gigatonnes of CO₂e emissions in 2024, approximately 8% more than in 2015. Trucks account for around one third of road transport emissions, highlighting the importance of freight logistics in global decarbonisation efforts.

The continued growth of global trade and mobility increases the need to reduce the environmental impact of transportation. For freight logistics, this requires a combination of greater operational efficiency, modal shifts towards rail and inland waterways, alternative fuels and the gradual introduction of low- and zero-emission vehicles.

The European Union continues to drive this transformation, with the objective of climate neutrality by 2050 and a reduction of net greenhouse gas emissions of at least 55% by 2030 compared with 1990. In 2026, the EU further strengthened its long-term ambition by establishing a legally binding target of a 90% reduction in net greenhouse gas emissions by 2040 compared with 1990.

At the same time, sustainability reporting requirements continue to evolve. The CSRD and ESRS have established a framework for more structured and transparent sustainability information, while the revised ESRS adopted in 2026 significantly simplify reporting requirements and reduce mandatory data points by more than 60%. Reliable and comparable emissions data nevertheless remain essential for measuring environmental performance and identifying opportunities for improvement.

For Bertschi, high-quality emissions data are a key foundation for reducing the environmental impact of our logistics services. Our calculations are aligned with ISO 14083 and the GLEC 3.0 Framework and supported by EcotransIT, enabling transparent and consistent measurement of emissions across our transport network.

Combined with operational efficiency, modal shift and alternative propulsion technologies, these insights support our efforts to reduce emissions and advance the decarbonisation of chemical logistics while maintaining high standards of safety, quality and reliability.

Our Environmental Vision

Our environmental strategy is based on clearly defined short-, medium- and long-term objectives. These targets translate our commitment to sustainability into measurable actions and integrate environmental considerations into our operational and strategic decision-making.

Our roadmap focuses on reducing greenhouse gas emissions, using energy and resources efficiently, reducing waste and continuously improving operational efficiency.

Environmental Goals 2026

- Reduction of product spillages by at least 50% compared to 2025
- Reduction of transport-related CO₂e emissions by at least 5% compared to 2025
- Reduction of the emissions intensity to below 18.00 g CO₂e per tkm
- Increase the average coasting rate of the Bertschi fleet to at least 7%
- Reduction of idling within the Bertschi fleet by 15% compared to 2025
- Increase share of Euro 6 vehicles within the group-wide fleet to 98%

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, mainly arising from fuel consumption associated with transport and logistics activities. Reliable and transparent emissions reporting therefore remains an important component of our sustainability management and disclosure.

Since 2021, Bertschi has applied the GLEC Framework based on the Well-to-Wheel (WTW) principle, enabling emissions to be assessed across the entire logistics chain. The methodology is aligned with internationally recognized standards, including ISO 14083 and the Greenhouse Gas Protocol, and supports the emissions accounting requirements of the Science Based Targets initiative (SBTi).

In accordance with the Greenhouse Gas Protocol, emissions are classified into three scopes:

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

Scope 2: Indirect emissions associated with purchased electricity used at terminals, warehouses, and offices, calculated based on the respective local electricity grid mixes.

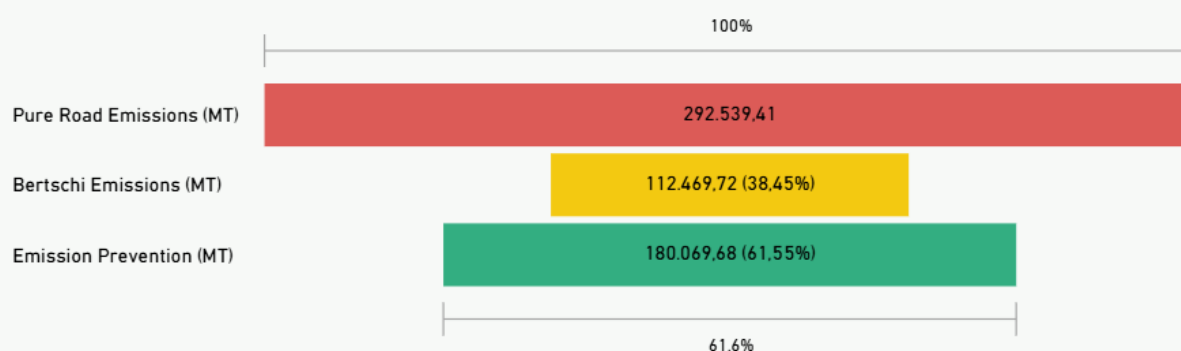
Scope 3: Other indirect emissions, including subcontracted road transport, rail and maritime services, as well as external

service providers such as cleaning stations and workshops.

Our emissions reporting primarily uses primary operational data wherever available and is complemented by recognized emission factors for external business partners provided through EcoTransIT. All calculations are performed in accordance with ISO 14083 and regularly reviewed to ensure consistency and comparability over time.

During the reporting period, we further optimized the geographical coordinates used in our calculations. This refinement enables more accurate distance calculations and, consequently, more precise emissions figures across our transport activities. A centralized dashboard consolidates the data and provides a consistent overview across transport modes, routes, and customers. In addition to internal reporting, Bertschi makes emissions information available to all customers through the Customer Web Portal at any time. This provides transparent and convenient access to transport-related emissions data and supports customers in assessing and managing the environmental impact of their supply chains. The consistent application of our methodology ensures that changes in reported emissions primarily reflect actual developments in our operations rather than methodological changes.

Within this framework, in 2025 we recorded emissions of 112.5 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 292.5 thousand tons CO₂e. This corresponds to an avoidance of **180.1 thousand tons CO₂e**, underlining the impact of our business model and our contribution to a more sustainable future.



Complete Emissions Overview

In **2025**, Bertschi AG generated a **total of 195.1 thousand tons of CO₂e emissions** across its European operations, including transport activities and auxiliary services. The year was marked by a challenging geopolitical and economic environment, characterized by shifting trade patterns, tariff-related uncertainties, and disruptions affecting global supply chains and transportation corridors. Despite these external pressures, the company remains committed to reducing the environmental impact of its operations through continuous investments in efficiency, digitalization, and sustainable transport solutions.

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 79% of shipments handled by rail and waterways, we remain well above industry averages and contribute significantly to reducing emissions along our customers' supply chains.

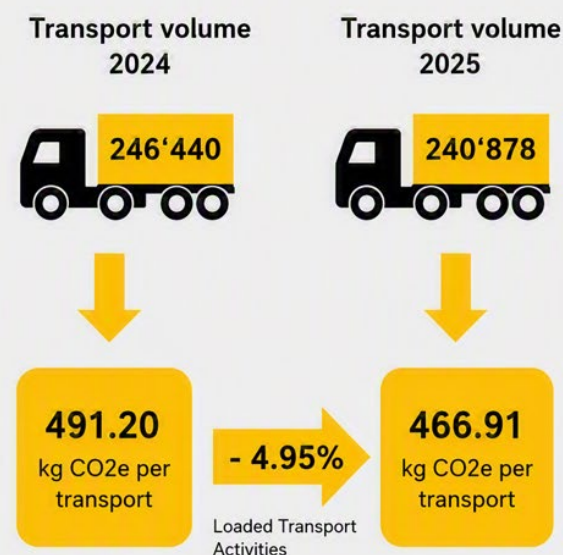
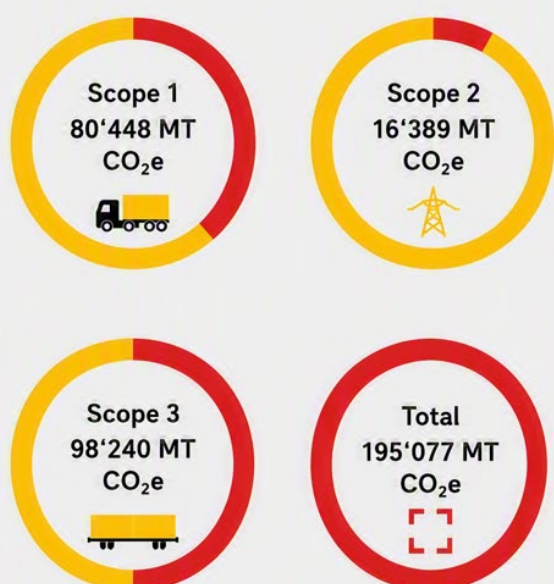
Scope 1 emissions, representing direct emissions from Bertschi's own fleet and operational activities, accounted for **80.4 thousand tons** of CO₂e. To support more sustainable transport operations, Bertschi continued to expand the use of alternative fuels such as HVO, modernize its vehicle fleet, strengthen eco-driving initiatives, and

leverage telematics solutions to improve route planning and operational efficiency.

Scope 2 emissions, originating from purchased energy, reached **16.4 thousand tons of CO₂e** in 2025. We continue to pursue opportunities to improve energy efficiency throughout our facilities by optimizing building operations, technical equipment, and energy management practices. These efforts form an important part of our broader commitment to reducing the environmental impact of our business activities.

Scope 3 emissions, covering indirect emissions throughout the value chain, totaled **98.2 thousand tons** of CO₂e. Bertschi continues to promote intermodal transport concepts and collaborates closely with customers, suppliers, and logistics partners to identify opportunities for reducing emissions across transport networks and supporting a more sustainable supply chain.

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 loaded transport of -4.95%**. 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.



Environmental Milestones

Milestone I: Together for Sustainability

Bertschi Zhangjiagang has successfully passed the Together for Sustainability (TfS) audit. The result confirms that the site has been independently assessed against recognized sustainability criteria for suppliers in the chemical industry.

The Bertschi Zhangjiagang Liquids Hub is part of Bertschi's logistics network in China and supports chemical customers with local services for the safe handling, storage, and transport of liquid chemical products.

The audit covers areas such as management systems, environment, health and safety, labor and human rights, and governance. For Bertschi Zhangjiagang, the successful audit reflects the site's work in areas including environmental protection, emergency preparedness, employee safety, compliance, internal controls and risk management.

Regular emergency response drills are carried out with internal and external partners to strengthen preparedness and support safe operations in the handling and transport of chemical products. The site also follows occupational health and safety

requirements and works with clear compliance procedures across its operations.

The successful TfS audit reflects the continued efforts of the employees at Bertschi Zhangjiagang, as well as the trust of customers and partners. The site will continue to build on this work and contribute to responsible chemical logistics in the region.

The successful audit also strengthens transparency for customers operating in global chemical supply chains. By meeting internationally recognized sustainability standards, Bertschi Zhangjiagang supports customers in addressing their own environmental, social, and governance (ESG) expectations and contributes to the responsible management of logistics activities across the region.

Together for Sustainability, or TfS, is an industry initiative founded in 2011 by leading chemical companies. It provides a common framework for assessing sustainability practices in chemical supply chains. TfS audits are carried out by independent third-party auditors and are recognized by member companies across the chemical industry.



Milestone II: Emission Reporting

As part of its commitment to sustainable logistics, Bertschi has developed an internal Emissions Calculator that enables employees to quickly and consistently assess the environmental impact of transport routes before they are executed.

The tool is directly connected to EcoTransIT through a dedicated data interface, ensuring that all calculations are based on recognized and industry-established methodologies for transport emissions. By integrating directly with EcoTransIT, it provides reliable emissions calculations for both individual transport lanes and complex transport networks, making it particularly valuable for transport planning, emissions reporting, and customer tender activities.

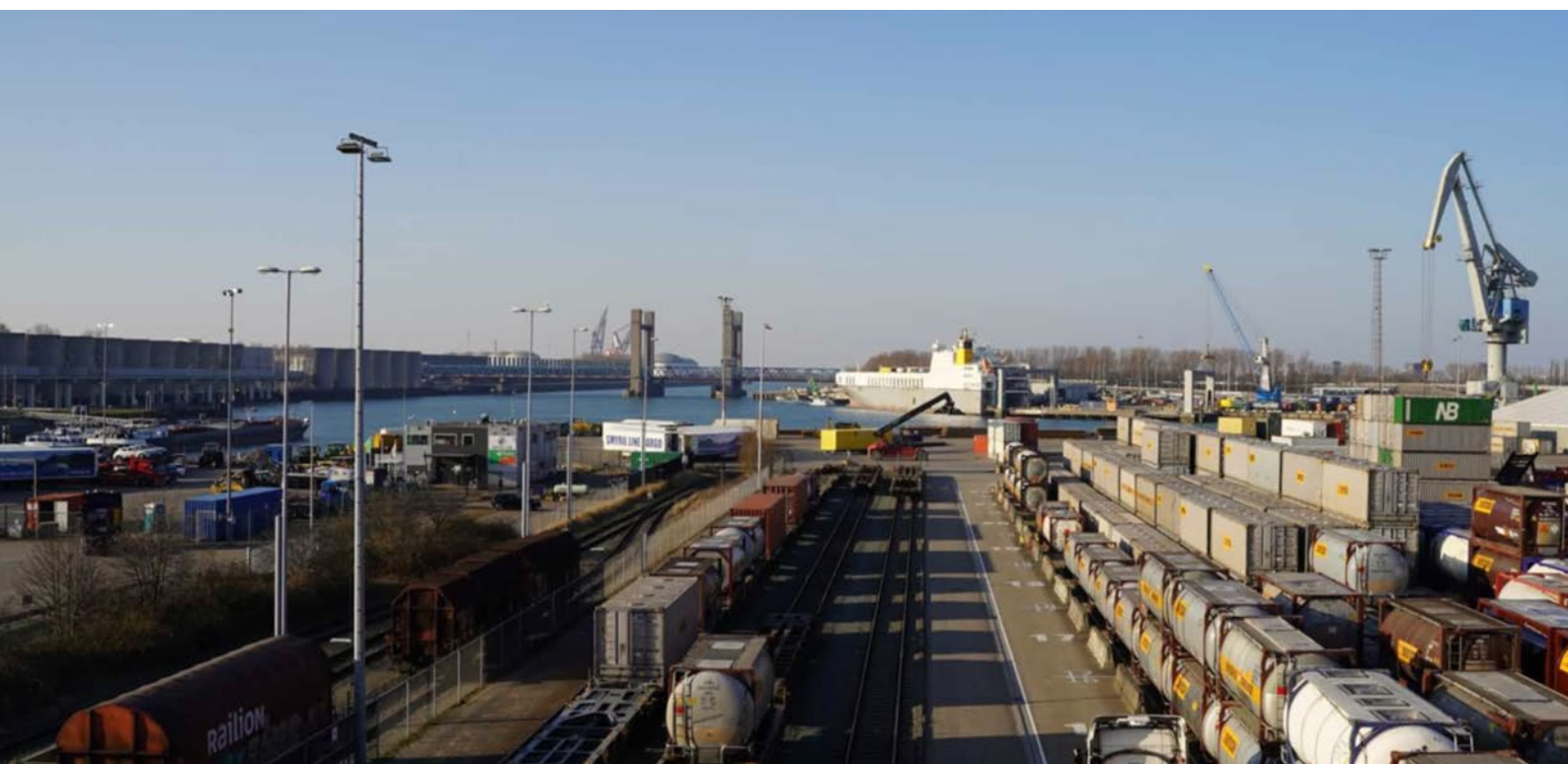
The calculator allows users to evaluate future logistics scenarios and quantify their environmental footprint before transport operations begin. It calculates key sustainability indicators including Total Distance (km), Total Transport Performance (tkm), Total Absolute Emissions (kg CO₂e), and Total Emissions Intensity (g CO₂e/tkm). Results are provided not only for the overall transport chain, but also broken down by transport mode, including road, rail, and sea freight.

A key feature of the tool is its ability to compare planned intermodal transport concepts with a hypothetical road-only

alternative. By transparently illustrating the emissions savings achieved through rail and maritime transport, the calculator supports data-driven decision-making and helps demonstrate the environmental benefits of intermodal logistics solutions. This information is frequently used in customer discussions and tender processes to encourage the adoption of lower-carbon transport options.

While the Emissions Calculator focuses on future transport scenarios, Bertschi also provides transparency for completed shipments. Through the Customer Web Portal, customers can access verified emissions data for transports that have already taken place and monitor the environmental impact of their logistics activities at any time. Together, these digital tools provide visibility across both planned and executed transport operations.

The introduction of the Emissions Calculator represents an important step in Bertschi's digital sustainability journey. By combining advanced emissions modeling with operational expertise, the company enables customers and employees to make informed logistics decisions that balance efficiency, reliability, and environmental responsibility. The tool further supports Bertschi's ambition to accelerate the transition toward more sustainable supply chains and to promote the wider use of intermodal transport throughout the logistics industry.





Milestone III: Sustainable HVO Road Logistics for Specialty Chemicals

In chemical logistics, some transport flows require a setup that depends on details specific to the customer and the product in question. For cases like this, the right solution depends on understanding the customer's operations and adapting appropriately. Bertschi supplies this custom-made approach.

Sika Schweiz AG is part of Sika Group, a Swiss specialty chemicals company active in the building sector and industrial manufacturing. Its products are used for bonding, sealing, damping, reinforcing, and protection. For its logistics operations, this creates specific requirements for the transport and handling of liquid products. Bertschi and Sika Schweiz AG have worked together for over 15 years. Over time, this cooperation has led to dedicated transport solutions tailored to Sika's operational needs. The latest example is a new truck developed for Sika and now in operation in Switzerland.

The vehicle is a DAF XF480 FAX 8x4 with a Hydro axle and a specialized tank body. It is designed for demanding liquid transport operations and equipped with a tank capacity of 32,000 liters, divided into five separate chambers. This allows

different product quantities to be transported flexibly while maintaining the separation required for each delivery. The truck is also fitted with a calibrated weighing and measuring system, allowing deliveries to be measured in kilograms.

For Bertschi, the project reflects a practical form of customer-specific logistics. The vehicle was built around the requirements of the transport task, rather than adapted from a standard setup. The new Sika truck is also operated with HVO fuel from Bertschi's own fuel station in Birrfeld, resulting in a 90% reduction in CO2 emissions for this transport chain. HVO, or hydrotreated vegetable oil, is a renewable diesel alternative that can reduce the carbon footprint of road transport compared with conventional fossil diesel.

Bertschi thanks Sika for the continued cooperation and trust, and all teams involved for bringing this tailored logistics solution into operation.

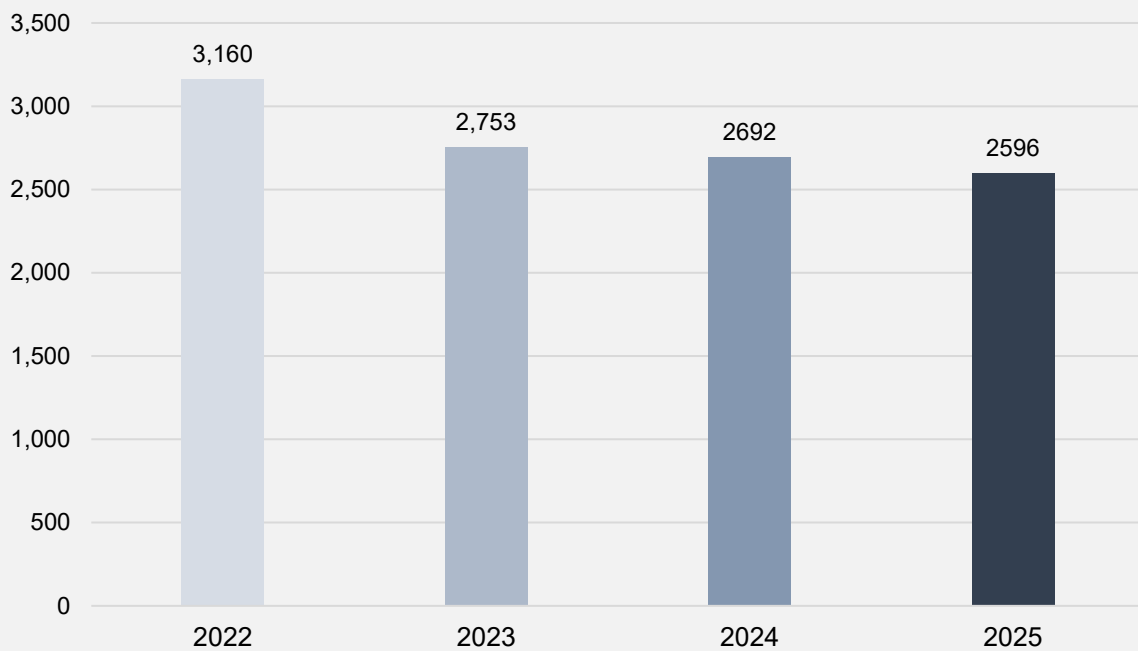
The Sika project demonstrates how close collaboration between customers and logistics providers can create solutions that deliver both operational and environmental benefits. Bertschi believes that many supply chains offer opportunities for similar tailor-made approaches, whether through customized equipment, optimized transport concepts, or the increased use of lower-carbon technologies and fuels.



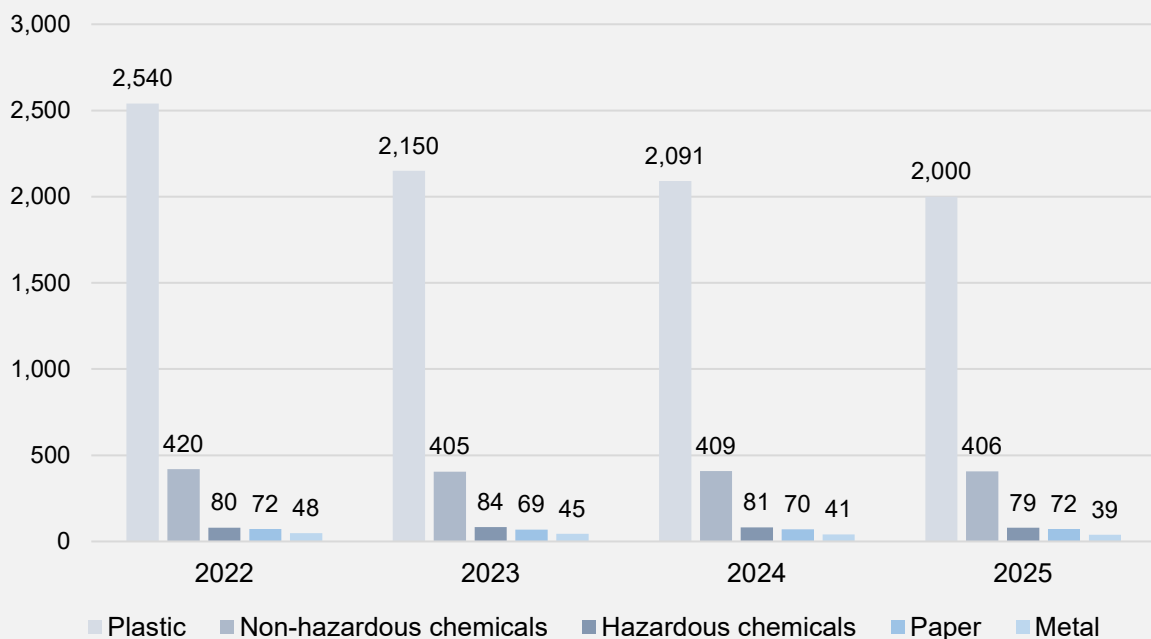
Waste Management

Bertschi continued its positive waste reduction trend in 2025, achieving a 27% reduction in total waste generation compared to the 2021 baseline.

Generated waste in tons



Types of waste



Waste Volume Reduction and Recycling Performance

In 2025, Bertschi further reduced total waste generation to 2,596 tonnes, representing a 27% reduction compared to the 2021 baseline. This achievement reflects the continued implementation of waste minimization measures, improved material segregation, and efficient recycling practices across the Group's operations. Bertschi maintained a recycling rate of more than 98%, while less than one tonne of residual waste was sent to landfill globally, underlining the company's commitment to circular economy principles and responsible resource management.

Our waste management approach is built on five core principles: prevention, segregation, recovery, recycling, and traceability. Across all locations, waste streams are identified at the point of generation and managed through certified treatment and recycling partners. Continuous monitoring and reporting enable transparency, regulatory compliance, and the identification of further improvement opportunities throughout the logistics value chain.

Operational Waste Handling

Bertschi's European tank cleaning facilities continued to demonstrate high environmental standards throughout 2025. Most locations operate advanced multi-stage water treatment systems combining mechanical filtration, chemical neutralization, and biological treatment technologies. As in previous years, all tank cleaning sites achieved SQAS Tank Cleaning scores above 93%, while no non-conformities were recorded during inspections conducted by national environmental authorities.

Waste segregation processes at truck and container workshops were further strengthened through standardized collection procedures covering oils, lubricants, brake fluids, paint residues, worn components, batteries, and electronic waste. All waste materials are stored in designated and marked collection areas before being transferred to licensed waste treatment providers.

Governance, Engagement and Long-Term Waste Targets

During 2025, Bertschi continued to strengthen waste governance through harmonized waste segregation standards, employee awareness initiatives, and regular performance reviews across sites. In office locations, dedicated collection systems support the separate handling of paper, cardboard, PET, aluminium, organic waste, and mixed residual waste, helping to maximize material recovery and recycling performance.

The Group's waste management framework also incorporates site-specific performance indicators, supplier engagement, and the exchange of best practices across regions. These measures support Bertschi's long-term ambition of continuously reducing waste generation while maintaining zero waste to landfill performance wherever operationally feasible. As the company expands globally, innovation, compliance, and transparency remain key drivers in building a more sustainable logistics value chain.



Social Commitment



Occupational Health & Safety

Safety is a fundamental priority at Bertschi. We are committed to providing our employees with a safe and healthy working environment and continuously strengthening our safety culture. To drive continuous improvement, we set ambitious annual safety targets. For 2025, we established the following key objectives:

- No work-related accidents
- Conduct a minimum of 150 safety check performance per BBS trainer
- Successful roll out of the “Driver Manual 2.0”
- Reduce lost working days by 20%
- Reduce vehicle damages by 15%

We view safety as an ongoing journey of continuous improvement. We continuously develop and strengthen our safety concept to raise awareness among employees, reduce exposure to hazards and risks, and promote a strong safety culture throughout the organisation.

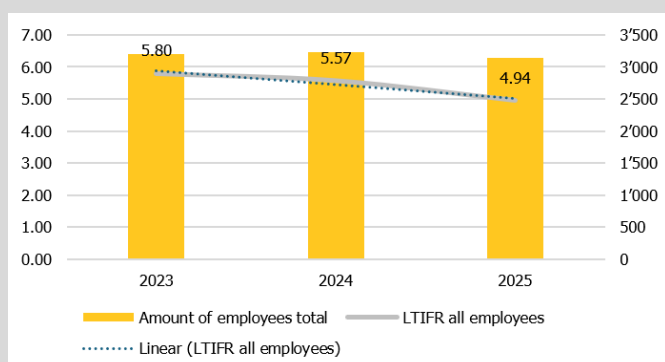
A key element of our approach is the systematic investigation of incidents resulting in absence from work. Through our internal investigations and root cause analysis, we identify underlying causes, derive lessons learned and implement targeted corrective and preventive measures. This systematic approach enables us to continuously improve our processes and reduce the likelihood of similar incidents occurring in the future.

By protecting the health, safety and well-being of our employees and ensuring responsible management of information and data, we strive to foster a safe, sustainable and responsible workplace that creates long-term value for our employees and the communities in which we operate.

Lost Time Incident Frequency Rate (LTIFR)

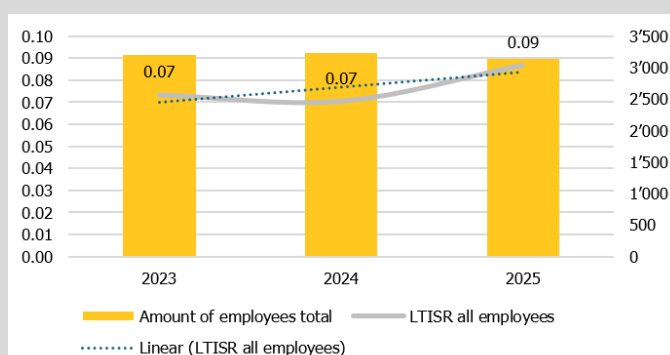
In 2025, work-related accidents among drivers decreased by 45%, with 4 recorded cases. Targeted training and safety measures helped reduce workplace accidents.

This led to an 0.63-point improvement in the LTIFR compared to the previous year.



Lost time Injury Severity Rate (LTISR)

The LTISR increased by 0.02 compared with the previous year, mainly due to an incident that occurred in one of our workshops. Despite this slight increase, the LTISR remains at a very low level. Nevertheless, we remain committed to continuously improving our safety performance and maintaining our long-term ambition of zero incidents and zero lost working days.



Diversity, Equity and Inclusion (DEI)

At Bertschi, we value diversity and believe that an inclusive working environment strengthens our company. We bring together employees with different backgrounds, experiences, perspectives and skills across our global organisation. We are committed to providing equal opportunities, fostering mutual respect and creating a workplace where everyone feels valued and able to contribute.

Culture Diversity and Inclusion

Our headquarters in Dürrenäsch, Switzerland, reflects the cultural diversity that is an integral part of Bertschi. With employees representing 71 nationalities and speaking more than 50 languages, we benefit from a broad range of perspectives, experiences and ways of thinking. We believe that this diversity strengthens collaboration, supports sound decision-making and encourages innovation.

Our global exchange program promotes collaboration between location. Employees can work abroad, gain cultural experiences, develop new perspectives and build international connections.

We strive to create an environment where everyone feels respected, heard and valued through inclusive leadership. Our leaders are encouraged to foster open dialogue, embrace different perspectives and create a working environment in which employees feel safe to express their views and contribute fully.

Gender Diversity

Recognising that the logistics industry has traditionally been male-dominated, we are committed to strengthening gender diversity across Bertschi. We continue to promote greater representation of women in leadership positions and foster a more inclusive and diverse corporate culture.

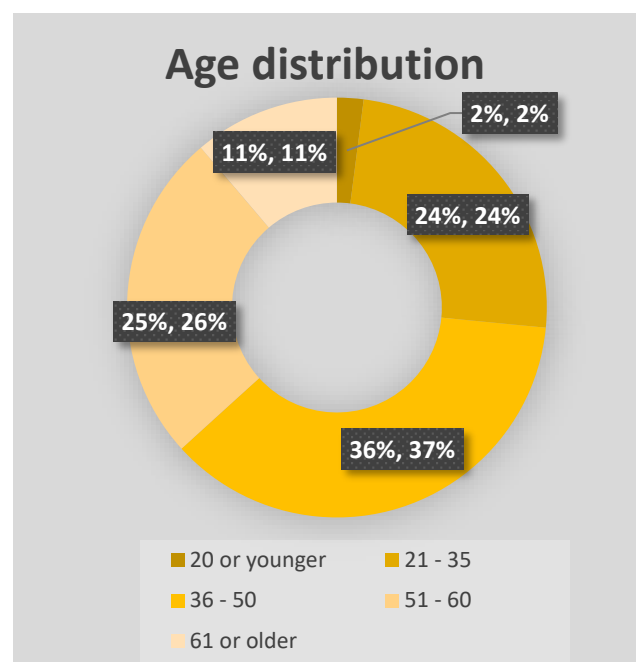
- **19%** of our global workforce is female
- Women hold **45%** of all office-based jobs
- Women currently hold **31%** of leadership positions

Talent Retention

Bertschi's commitment to fairness and employee engagement is reflected in our low turnover rate, which remained steady at 3.9% in 2025. With an average employment duration of 9.3 years, we're proud to maintain long-term, trusting relationships with our teams, especially in a competitive labour market.

Intergenerational Collaboration

At Bertschi, we recognise the value that different generations bring to the workplace. Employees at different stages of their careers contribute diverse perspectives, experiences, skills and approaches to problem-solving. We see this intergenerational diversity as an opportunity to strengthen collaboration, knowledge sharing and innovation. Our age distribution in 2025 is as follows:



Working Conditions

We recognise that sustainable business success depends on a healthy, respectful and supportive working environment. We are committed to providing fair employment conditions, protecting the health and well-being of our employees, respecting human and labour rights, and fostering an open and engaging workplace culture.

Health, Safety, and Well-being

The health, safety and well-being of our employees are fundamental to our approach to working conditions. We take a proactive approach to identifying and managing workplace risks and continuously work to improve our safety performance. In addition to occupational safety, we promote employee well-being and encourage a healthy and supportive working environment.

Fair Employment & Labour Rights

We are committed to fair and responsible employment practices. Employees are offered fair and competitive working conditions in line with applicable legal requirements and local market standards. We promote equal opportunities and respect the rights of all employees across our organisation.

Respect for Human Rights

Respect for human and labour rights is an integral part of our corporate responsibility. We do not tolerate child labour, forced labour or human trafficking and expect the same commitment from our business partners. Our policies and processes support responsible employment practices throughout our operations and value chain.

Working Time & Work-Life Balance

We recognise the importance of maintaining a healthy balance between work and personal life. Working time is organised in accordance with applicable legislation and company requirements, while appropriate rest periods are respected. Where operationally feasible, we support working arrangements that contribute to employee well-being and sustainable performance.

Employee Engagement

Open dialogue and employee involvement are important elements of our corporate culture. We provide opportunities for employees to share feedback, raise concerns and contribute their ideas. Through regular communication and employee engagement activities, we seek to strengthen transparency, collaboration and a sense of belonging across Bertschi.



Employee Development

Employee Development and Training

We support our employees in developing their skills and knowledge throughout their careers. Continuous learning enables our employees to perform their roles effectively, adapt to changing requirements and contribute to the long-term success of the company.

In 2025, we conducted more than 4'114 training sessions covering a broad range of topics. These initiatives strengthened employees' professional skills, reinforced existing knowledge and supported greater efficiency and safety in their daily work.

We also focus on identifying and developing talent and future leaders. By providing opportunities for professional growth and increased responsibility, we aim to empower employees to reach their full potential and contribute to Bertschi's future development.

Equal Opportunities for Career Growth

We are committed to providing all employees with fair and equal access to training, development and career opportunities. Our approach is based on transparent and equitable practices in recruitment, promotion and performance evaluation.

We strive to ensure that career opportunities are based on individual skills, qualifications, performance and potential, without discrimination based on personal characteristics. Through targeted development initiatives, mentoring and career opportunities, we support employees in building their skills and progressing within the organisation.

Training Overview

Training	2024	2025	%
Basic trainings	1'240	670	-46%
BBS trainings	577	488	-15.4%
- for trucks	372	301	-19.1%
- for reach stackers	58	68	+17.2%
- for tank cleanings	6	8	+33.3%
- for terminal trucks	20	39	+95%
- for warehouses	35	57	+62.9%
- for empty lifters	18	15	-16.7%
Driver trainings	1'161	1'042	-10%
ISOPA	88	204	+132%
Customer specific	261	1'180	+352%
Workshop	28	34	+21%
Dangerous Goods	414	301	-27%
Commercial	357	150	-58%

Open Communication and Employee Dialogue

Open communication and constructive dialogue are important elements of our working environment. We encourage employees to exchange ideas, share knowledge and raise concerns through regular communication, meetings and other engagement initiatives.

By promoting mutual respect, active listening and constructive dialogue, we seek to strengthen collaboration, address challenges effectively and support a positive working environment. This approach contributes to employee engagement and well-being while reinforcing our commitment to labor and human rights.

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.

Responsible Business Conduct

Our commitment to responsible business conduct is guided by clear principles and internal requirements. We expect our employees and business partners to act ethically, responsibly and in compliance with applicable laws and regulations.

Our governance approach supports transparency, accountability and responsible decision-making throughout the organisation.

Business Integrity & Anti-Corruption

Integrity and ethical conduct are fundamental to the way we do business at Bertschi. We maintain a zero-tolerance approach to bribery, corruption, fraud and other forms of unethical conduct and expect employees and business partners to act with honesty and integrity.

Our internal requirements and controls address key areas such as conflicts of interest, gifts and hospitality, anti-corruption, fraud and money laundering. Employees are expected to identify and appropriately disclose potential conflicts of interest and to exercise caution when accepting or offering gifts or hospitality that could influence, or appear to influence, business decisions.

We support these principles through appropriate policies, internal controls and employee training. Employees are encouraged to recognize potential risks, raise concerns and report suspicious or inappropriate behavior through established channels.

By embedding integrity and transparency into our business practices, we aim to prevent misconduct, protect our stakeholders and strengthen trust in Bertschi as a responsible and reliable business partner.

Code of Conduct & Business Ethics

Our *Code of Conduct* provides the foundation for responsible behavior at Bertschi. It sets out the principles and expectations that guide our employees in their daily activities and business decisions.

The Code covers key areas such as compliance with laws and regulations, integrity and ethical behavior, conflicts of interest, anti-corruption, respect for human and labor rights, confidentiality and responsible business relationships.

We aim to ensure that these principles are embedded in our corporate culture and reflected in our interactions with employees, customers, suppliers and other stakeholders.

Speak-Up & Whistleblowing

We encourage an open culture in which employees and relevant stakeholders can raise concerns about potential misconduct, violations or unethical behavior. Appropriate reporting channels enable concerns to

be addressed responsibly and confidentially. We are committed to ensuring that concerns raised in good faith are handled appropriately and that individuals who speak up are protected from retaliation.

What it means for Bertschi

As an international logistics provider, Bertschi recognizes that strong and responsible relationships are essential to our long-term success. We strive to build lasting relationships with our customers, business partners, employees and the communities in which we operate, based on trust, transparency and mutual respect.

In an increasingly complex and interconnected business environment, we aim to remain a reliable and resilient partner. We continuously adapt to changing market conditions and global challenges while working to anticipate risks, maintain business continuity and respond effectively to disruptions across our operations and supply chains.

Integrity and responsible communication are fundamental to the way we conduct our business. By acting ethically, complying with applicable requirements and maintaining open and respectful dialogue, we strengthen stakeholder confidence and contribute to Bertschi's long-term reputation as a responsible and dependable business partner.



Ensuring Compliance

Compliance is a fundamental element of our governance approach. We strive to ensure that our activities are conducted in accordance with applicable laws, regulations and internal requirements.

Effective risk management and compliance are essential to maintaining a resilient and responsible business. We identify and assess relevant risks and establish appropriate controls and processes to manage them.

Our compliance approach is designed to identify relevant legal and regulatory requirements, assess potential risks and establish appropriate processes and controls. Responsibilities are defined within the organisation to ensure that compliance requirements are understood and effectively implemented in day-to-day business activities. Our compliance activities cover areas relevant to our business, including regulatory requirements, anti-corruption, sanctions, competition law, data protection and other applicable legal and internal requirements.

We also monitor regulatory developments relevant to our activities and update our internal requirements and processes where necessary. Compliance is supported through targeted training, communication and awareness-raising activities to ensure that employees understand their responsibilities and are equipped to act accordingly.

Our compliance approach extends to our business partners and supply chain. We expect suppliers, subcontractors and other partners to comply with applicable legal requirements and uphold responsible business standards. Relevant requirements are incorporated into our supplier management processes and supported by our Supplier Code of Conduct, assessments and monitoring activities.

By embedding compliance into our business processes and decision-making, we aim to protect our employees, customers, business partners and the company while strengthening trust, transparency and long-term business resilience.



Data Privacy & Security

In an increasingly digital business environment, protecting information and personal data is an essential part of responsible business management. At Bertschi, we are committed to safeguarding the information entrusted to us by our employees, customers, business partners and other stakeholders.

Dedication to Data Privacy

Respecting privacy and protecting personal data are fundamental to our responsible business practices. We process personal data in accordance with applicable data protection laws and regulations and apply appropriate measures to ensure that personal information is collected, used, stored and shared responsibly.

Data privacy requirements are incorporated into our internal processes and business activities. We continuously review our practices to ensure that data protection remains an integral part of our operations and that the trust placed in us by our employees, customers and business partners is maintained.

Focus on Information Security

Information security is essential to the continuity and resilience of our business. As a global logistics company, Bertschi relies on information and digital systems to manage operations, communicate with stakeholders and support business processes. Protecting these systems and the information they contain is therefore a key responsibility.

We apply technical and organisational measures to protect information against unauthorised access, loss, alteration and other security threats. Our approach also includes identifying potential information security risks, responding to security incidents and improving our protective measures based on lessons learned.

Training and Awareness Employees

Employees play a vital role in protecting personal data and company information. We therefore raise awareness of data privacy and information security through regular communication, training.

Employees are informed about their responsibilities when handling personal and confidential information, using digital systems and recognizing potential securities threats such as phishing or other forms of cyber fraud. Training and awareness activities help employees understand how their everyday actions can contribute to protecting Bertschi's information and maintaining the trust of our stakeholders.

In 2025, we carried out cybercrime awareness campaigns through 28 separate IT initiatives, reaching an average of over 1'236 participants and achieving a low failure rate of just 0.48%. 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 1'115 employees, with a timely completion rate of 91.4%. In 2025, there were no data protection violations reported to supervisory authorities.



Supplier Engagement & Collaboration

As a global logistics company, responsible business practices extend across our value chain. We therefore expect suppliers, subcontractors and other business partners to comply with our expectations regarding ethical conduct, human and labour rights, health and safety, environmental responsibility and legal compliance.



Supplier Assessment & Due Diligence

We use supplier assessments and other due diligence processes to better understand potential ESG, compliance and operational risks within our supply chain. Depending on the type and relevance of the supplier, these processes may include questionnaires, documentation reviews, audits and other monitoring activities.

This approach enables us to identify areas requiring attention and to work with suppliers on appropriate improvements. We aim to develop our supplier management approach continuously, taking into account the changing regulatory environment and sustainability expectations.



Supplier code of conduct

Our *Supplier Code of Conduct* provides a common framework of our ethical and environmental expectations and supports our efforts to promote responsible practices throughout our supply chain. Through Suppliers' acknowledgment on our *Supplier Code of Conduct* reflects the strength of our partnerships and our suppliers' dedication to shared values.

Our objective is to extend Bertschi's commitment to responsible business practices beyond our own operations. By engaging our suppliers and business partners, we seek to strengthen sustainability throughout our value chain and contribute to a more responsible, resilient and transparent logistics industry.



Collaboration for Improvement

We believe that sustainable supply chains are built through collaboration rather than compliance alone. We therefore engage with suppliers and subcontractors to communicate our expectations, exchange knowledge and address identified areas for improvement.

Where gaps are identified, we seek to work constructively with our business partners to define appropriate corrective actions and encourage continuous improvement. Through open dialogue and collaboration, we aim to strengthen responsible practices and build resilient, long-term business relationships.

Explore here Bertschi's Supplier Code of Conduct



External Service Provider Management

External service providers are an integral part of Bertschi's logistics network and contribute directly to the safety, quality and efficiency of our operations. Our network includes more than **1,700 service providers worldwide**, ranging from transport service providers and tank cleaning stations to heating stations, workshops and other operational partners.

To ensure that our external partners meet Bertschi's expectations, we apply a structured approach to qualification, auditing, monitoring and continuous improvement. This enables us to manage operational and sustainability-related risks while maintaining consistent standards across our service network.



Audit Program

In 2025, we continued to strengthen our **audit program** to ensure that only service providers who meet our stringent quality, safety, and environmental standards are approved for operations. Our audit program covers a range of service categories, including:

- Transport Service Providers
- Tank cleaning stations
- Heating stations
- Truck and container workshops

Our modular audit questionnaire allows assessments to be adapted to the specific type of service provided. Depending on the activity, audits focus on relevant areas such as safety, environmental management, operational quality, equipment and maintenance. Only service providers that meet our defined requirements and hold a valid Bertschi audit, or an accepted industry certification where applicable, are authorised to provide services on behalf of Bertschi. For example, recognised industry certifications such as **SQAS** may be accepted for tank cleaning stations where applicable.



Transparency and Accountability

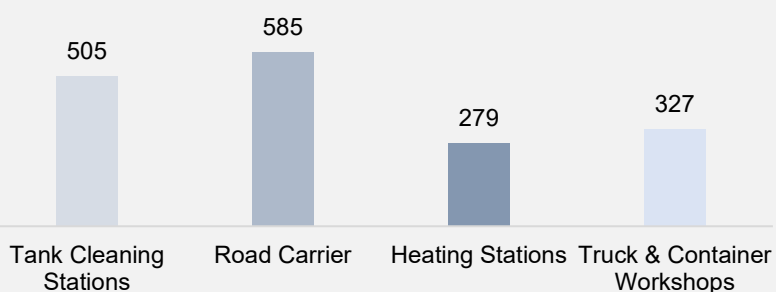
Effective monitoring is essential to maintaining consistent standards across our service network. Audit results, validity periods and follow-up actions are documented and monitored through a centralised digital system. This enables us to track compliance and identify when reassessments or re-audits are required. We also maintain regular dialogue with our service providers to communicate expectations, discuss audit findings and follow up on corrective actions. Where gaps are identified, we work with the service provider to define appropriate measures and monitor their implementation.



Continuous Improvement and Outlook

Our approach goes beyond initial qualification. We aim to continuously improve the performance of our service providers and strengthen the resilience and sustainability of our operations. In 2025, we continued to refine our audit criteria and processes in line with evolving safety, environmental and operational requirements. Through systematic qualification, transparent monitoring and constructive collaboration, we seek to ensure that our external service providers contribute to the high standards that Bertschi expects across its operations and value chain.

Number of external Service Providers 2025



Closing Words

A report like this one is only as honest as the questions it leaves open, and we have not answered all of them. Some of our targets are still ahead of us rather than behind us, and some of the numbers in these pages will look different, hopefully better, next year.

What we can say with confidence is that transparency works both ways. We ask our suppliers to share environmental data, certifications and performance metrics with us, not as a compliance exercise, but because we cannot credibly ask our customers for that same openness if we are not willing to extend it further down our own value chain. That expectation shapes how we select partners and how we measure progress, not just once a year for this report, but continuously.

Continuously matters here. None of what we describe in this document is a finished state. Our supplier assessment criteria will keep changing as better data and better

methods become available, and so will our own operations. We would rather revise a target upward than leave it unchallenged.

None of this is something Bertschi can do alone, nor should it be. The suppliers, carriers and terminal partners who share our priorities are the reason our network's footprint is smaller than it would otherwise be, and the reason it keeps shrinking. Progress here has always depended on partnerships built on shared values and a shared willingness to think in years rather than quarters.

We remain a family business, and that shapes how we think about time. The decisions we make this year are meant to still make sense a decade from now, for the people who work with us, the customers who rely on us, and the communities our operations pass through.

Thank you for reading this report, and for holding us to it.





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