

Manuport Road Transport
Sustainability Report 2025

CEO's Message

At the moment of publication of the current report, we see a world that has become unpredictable and which requires from us not only operational excellence, but to ensure our customers that we are the correct business partner - and we are.

At Manuport Group, we embrace our culture fiercely and this leads us to look into our business with enthusiasm and seeking to build trust, and the Road division is no exception.

This year we reached out to our stakeholders to understand better which our priorities in sustainability should be, so we are happy to present the results of the materiality assessment, while we obtained data from MRT France to expand the organizational scope of our carbon footprint calculation.

We keep moving forward, together, as a group aligned under values that allow us to build sustainable relations in a complex world, because **you always meet twice!**

Let's keep moving our business and sustainability forward.

Guy Pasmans
CEO Manuport Logistics Group of Companies



About Manuport Road Transport

At Manuport Road Transport we keep things moving! With offices in Belgium (Antwerp & Ghent), France (Rouen & La Rochelle), and Spain (Valencia), we are proud to be part of the Manuport Logistics Group, and work hand-in-hand with Euroports to deliver smooth, seamless logistics solutions across Europe.

Whether it is bulk, breakbulk, or containerized goods, we have the expertise to handle it all. Our experienced staff, together with our valuable partnerships with our carriers strive to make sure your cargo reaches its destination on-time, every time. From one pallet to a full truck, direct, intermodal, or express; for dry or liquid bulk, we have a tailor-made solution for every type of product - we have got you covered!

Manuport Road Transport, Manuport Logistics, and Euroports form a dynamic trio in the logistics world. Manuport Logistics leads the charge with top-tier multimodal logistics solutions, while Euroports takes care of major port operations across strategic terminals.

Together, we bring a powerhouse of resources and knowledge to the table, ensuring our clients get a full-service approach to supply chain management - from the port to the final drop-off. With us, you are not just moving goods, you are getting a seamless, stress-free experience from start to finish.



Our Sustainability Priorities

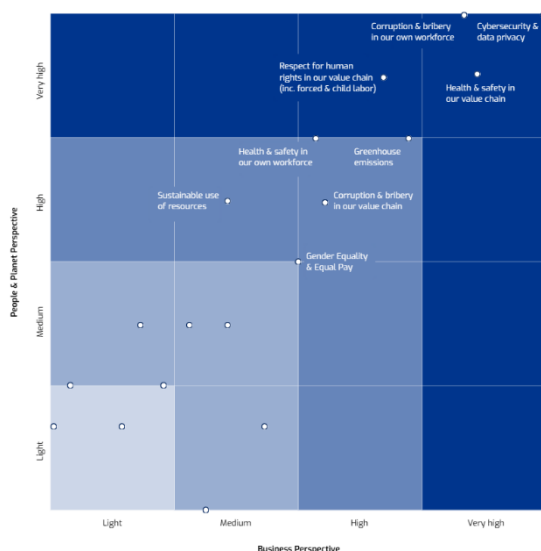
We do not manage sustainability looking at our feet - rather, we engage with our stakeholders and keep an open communication channel which fosters collaboration. This is how we determined which our priorities should be, and how we see these partnerships in the future. We know we are not moving forward alone!

Beyond these results, Manuport Road Transport has determined that it is a business priority to include an environmental issue: the prevention of plastic pollution - specifically, the loss of pellets. This is an issue aligned to Responsible Care (CEFIC) principles.

The result of the consultation with our stakeholders tells us that our most important subjects are:

- Cybersecurity & Data Privacy
- Corruption and bribery in our workforce
- Health & Safety of our own workforce
- Respect for Human Rights in our value chain
- Prevention of pellets loss

You are invited to read the details in the process we followed, in Annex A.



Our MRT Culture

Culture as a Foundation for Sustainable Growth

As part of the Manuport Logistics Group, we share the same values and way of doing things. At MRT, culture is not something we hang on the wall. You feel it when you walk into the office, when someone picks up the phone, when we push together to get the job done no matter what. It is not perfect. It is not fluffy. It is real. It is why customers come back, not just for our service, but the people behind it.

Five quotes hold it all together. We do not recite them; we live them in every conversation and every decision:

First, we believe **nothing great was ever achieved without enthusiasm**. Having a positive and energetic attitude towards work and life contributes to a more productive and enjoyable work environment that helps to inspire creativity, innovation, and success.

Second, **winners find a reason, losers an excuse**. Responsibility, entrepreneurial spirit, and determination are our core beliefs. We inspire excellence and stimulate continuous improvement by taking ownership of, and accepting accountability for, our actions and results.

Third, **knowledge is power**. In a fast-moving world, continuous learning is essential. We aim to bring out the best in ourselves and each other by sharing our knowledge and offering training and courses.

Fourth, **you always meet twice**. Maintaining honesty, transparency, and authenticity in all interactions. These values build trust, strong relationships, and a reputation for reliability, benefiting both our team and our customers.

To top it off, **zero bullshit**. We are all about delivering the real deal; there is no smoke and mirrors. We are committed to providing services that are straightforward, transparent, and results driven.

Our culture is one of our most precious items, which gives us identity and help our customers to engage with us in the long term. This is not a marketing story; it is just who we are.



Rouen, France | MRT France team in the new office in Rouen back in 2024

MPL Group Manifesto

We pride ourselves on being different. We do not settle for the status quo. We push the boundaries and challenge ourselves and our colleague differentiators. We believe that being agile and flexible is what sets us apart from the competition. We encourage our employees to think outside the container, be creative, and bring their unique perspectives to the table.

We strongly believe in our 'Be Different - Be MPL' company culture. Every person has their own strengths that they can and will bring to the table. Every employee is told: "Be yourself", but even more "Be Different". We are truly convinced by the principle of speaking up. Every single idea or consideration should be out in the open. So, we do not hesitate, but embrace enthusiasm, and appreciate all input.

We believe in freedom and ownership. We fully trust in the responsibility of our employees and their team to make the right decisions according to the situation, all while keeping the bigger picture in mind. That is right: autonomy plays a big part in our work ethics. We proudly present our achievements but also own up to our errors. At the end of the day, mistakes are the stepping stones to an opportunity to grow. We keep it real.

Our personal approach is what keeps us connected. We favor personal, open, and truthful conversations over silence and withholding. Zero bullshit: we do not talk between the lines, but we get straight to the point. We like to remind our colleagues that you always meet twice. We assign great importance to integrity, positivity, and honesty.



Our global management is truly accessible; their doors are (literally) open. That is because we believe in straight talk and honest conversation.

Our Workforce - Our Differentiators

To provide the best solutions to our customers, we are proud to count on a truly amazing group of committed colleagues, whom we call *differentiators*. Our team continues to maintain a stable presence across the organization, with the headcount remaining within the same range as in recent years. The section *Inclusion* brings more details.

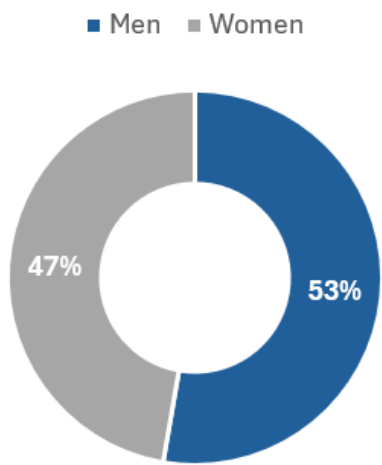
Indicator	2023	2024	2025
Headcount (all employees, #)	54	61	55
Headcount (only men, #)	27	32	29
Headcount (only women, #)	27	29	26

Employees Headcount

Total number of employees, at the end of the reporting period, including Full Time Employees (FTE), self-employed employees and consultants. This number is part of the calculation for the indicator women employed in the MRT Group.

Data extracted from the internal register, by Manuport Logistics HR Department.

MRT Group headcount



Governance Structure

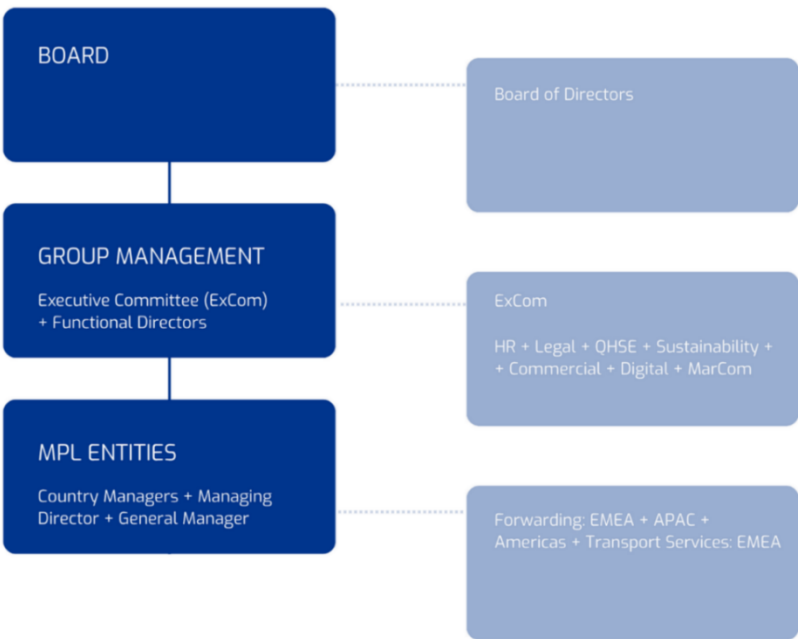
As Manuport Road Transport is part of the Manuport Logistics Group, ESG issues are tackled under the same governance structure, where MRT is one of the MPL entities.

MPL Board of Directors: Defines the overarching sustainability topics and objectives and monitors the direction and progress.

MPL ExCom: Oversees the implementation of our sustainability topics, objectives, and related policies. The CEO, as chair of ExCom, ensures that sustainability remains an important element of our business and aligns our strategy with our business partners.

MPL & MRT Sustainability team: Drives the ESG agenda forward. This team designs and delivers the program, monitors progress and supports countries and departments in embedding sustainability into operations.

Manuport Logistics’ Governance Structure



MPL Group QHSE: Supports with guidance on environmental, health, and safety aspects of sustainability, fostering a holistic approach and integrative approach across the different locations and levels.

MPL Group Legal: Ensures our ESG actions comply with local and international regulations.

MPL Group HR Global: Helps embed sustainability into how we treat and support our workforce, ensuring social topics are properly addressed.

MPL Group Marketing & Communications:

They bring our sustainability story to life, making sure that we communicate our efforts transparently and clearly, both internally and externally. This helps build engagement and trust.

MPL Group Digital: The protection of the personal and business data is in charge of this team, ensuring all data is protected.

Our MRT Country Managers and General Managers are key players. They tailor our strategy to local needs and are responsible for its implementation at their offices. They also gather local sustainability data and feed this back to the group. This is essential to steer and adjust where needed.



Business Conduct

As we aim to be a reliable partner, we keep in mind ***we always meet twice***. We strive to build strong relationships with our business partners. The guidance on how to do this is captured in our Code of Conduct, which is shared with Manuport Logistics and Euroports. This document describes and explains goals and rules that reflect our commitment to acting responsibly, ethically, and lawfully. It applies to everyone at Manuport Road Transport, and we expect all our business partners to stick to the same ethical standards.

The Code of Conduct is supported by our whistleblower tool. Should any stakeholder become aware of a potential issue on (non-)compliance with our Code of Conduct, we expect them to report this (please see the next section). All illegal and unethical conduct that violates the Code of Conduct, as well as potential breaches, can be reported via the whistleblowing procedure.

Indicator	2023*	2024*	2025
Whistleblowing Cases related to Business Ethics (#)	0	0	0
Confirmed cases of corruption (#)	0	0	0

Whistleblowing Cases related to Business Ethics
Reports using the whistleblower mechanism concerning business ethics issues.

Confirmed cases of corruption (#)
After legal proceedings are concluded, the number of verified incidents of corruption; or any incident of corruption that has been found to be substantiated.

Data provided by Manuport Logistics HR and confirmed by Legal Department. ESRS G1, GRI 205-3
* KPI verified by independent auditor [BDO] for Manuport Logistics.

Whistleblowing

Our commitment to transparency aligns with the United Nations Global Compact (UNGC) principles and International Labor Organization (ILO) standards, emphasizing anti-corruption, human rights, and labor standards.

As part of the Euroports Group, we are under the scope of their Whistleblowing Policy as it is applicable to all entities of the global Euroports Group, including employees, consultants, project consultants, temporary or agency workers, trainees and management.

The online whistleblowing tool allows submission of reports anonymously. This means that the identity is not known, ensuring anonymity even if you choose to report orally (via the voice recording system, the tool can distort your voice so that it cannot be recognized). Manuport Road Transport does not tolerate any form of retaliation against whistleblowers or individuals involved in the investigation or follow-up of a report.



An alternative to using the whistleblowing channel, is to raise the concerns via supervisor/manager; the HR, Legal or QHSE department; another relevant colleague; or your contact person at Euroports or Manuport Logistics group. Whistleblowing Officers for MPL entities in all countries, including Manuport Road Transport locations:

Evert Janssens
Chief Human Resources Officer

Jeanne Cools
MPL Legal Manager

In the last years, we have not had any cases reported - however, we are ready to provide feedback on how reports have been followed up, reinforcing our commitment to responsible conduct and sustainable practices in the logistics and road transport sector. This is not just about following the rules; it is about building trust and making our business better. Together, we can create a fair and honest workplace.

Cybersecurity

Providing Digital trust is key in our role as logistic service provider. Not only to do business but also to positively impact the economy and individual rights along the way. We are committed to preventing any incidents involving the data entrusted to us and to using it in a lawful manner; while we recognize incidents may still arise, especially through third-party vendors or partners handling customer data, which is why we have established a system to prevent harm to the highest extent feasible.

To prevent and limit incidents, we have established comprehensive policies and commitments to safeguard data in general and customer privacy. Our cybersecurity policies and procedures are designed to protect stakeholders' data from unauthorized access, disclosure, alteration, and destruction. These policies are aligned with international standards and regulations, including the ISO/IEC 27001:2022, General Data Protection Regulation (GDPR), and other relevant privacy or security laws and regulations.

Furthermore, to manage customer privacy and related impacts, we have implemented several actions, including conducting regular risk assessments, developing robust encryption, implementing access control measures, and deploying employee training programs, while tracking the effectiveness of these measures.

During 2025, we conducted cybersecurity audits aimed at ISO 27001 compliance. As the audits were successful, we obtained the certificate, while no breaches of data were reported - demonstrating the effectiveness of our cybersecurity measures.



In cybersecurity, knowledge is power. We are eager to understand our shortcomings and act upon them. This ensures safety of our customers' data, and the commodities we transport. Nothing will stop us from taking actions to protect both.

Cybersecurity is one key aspect of how we foster trust in our business relationships, which we capture in the phrase "You always meet twice."

Indicator [MPL Group]	*2023	*2024	2025
Substantiated complaints concerning breaches of customer privacy and losses of customer data (#)	0	0	0
Cybersecurity Audits (#)	0	2	4
Cases of breaches of confidential information in the network (#)	1	0	0

Substantiated complaint (#)

Written statement by regulatory or similar official body addressed to the organization that identifies breaches of customer privacy, or a complaint lodged with the organization that has been recognized as legitimate by the organization.

Cases of breaches of confidential information in the network (#)

Breaches of confidential information are non-compliance with existing legal regulations and (voluntary) standards regarding the protection of customer privacy. This KPI tracks the number of incidents in the network of the IT infrastructure, which is centrally managed for (approx.) 80% of the offices, where confidential information was improperly accessed or disclosed and classified as P1 or P2 incidents. Data was provided in coordination with Manuport Logistics IT - Cybersecurity Department.

Cybersecurity Audits (#)

Number of Information Security Assessments/tests/audits conducted to assess and ensure cybersecurity measures and policies in the organization.

Data provided by IT - Cybersecurity Department. GRI 418, ESRS G1

* KPI verified by independent auditor [BDO] for Manuport Logistics.

GHG Emissions

As a transportation service provider, we are dedicated to taking accountability for our environmental impact, and we understand the critical importance of measuring and reporting greenhouse gas (GHG) emissions.

Through our GHG emission data results, we are aware of our environmental impact and commit to driving positive change. We acknowledge that the fight against climate change requires a collective effort, and we are dedicated to being a part of the solution.

Our situation, for reporting, is somewhat particular. We share some of our offices with our awesome colleagues from Manuport Logistics, which means that our energy consumption (Scope 2) is already accounted in their carbon inventory.

Still, building in our progress as an individual group, we are proud to step up our game and compile the carbon footprint related to the services provided throughout the year in the Belgian branch, considered as *Downstream Transportation & Distribution*. The details on the calculation can be found in Annex 1.

Indicator - MRT Belgium	2025
Distance covered (km)*	20 075 067
Weight transported (tons)*	1 013 874
Transportation service footprint (tCO ₂ -e)*	59 668

Carbon Accounting
Data corresponds only to MRT Belgium

Distance and weight obtained from operational platform TAS.
Transportation service footprint corresponds to Category 9:
Downstream Transportation and Distribution

The categories Mobile combustion, Energy consumption, Employee Commuting and Business Travel are accounted already in the Manuport Logistics Group Carbon Inventory, in coordination with Euroports

This year is the first time we collected information from MRT France. We have estimates on the distance covered and the weight transported throughout the year and the routes in Europe, which retrieve a carbon footprint of 5626 tCO₂e.

Indicator - MRT France	2025
Distance covered (km)	9 048 633
Weight transported (tons)	804 399
Transportation service footprint (tCO ₂ -e)**	24 288

Carbon Accounting
Data corresponds only to MRT France
Obtained from internal records in
platforms PowerBI and TAS.

Transportation service footprint
corresponds to Category 9:
Downstream Transportation and
Distribution

The categories Mobile combustion,
Energy consumption, Employee
Commuting and Business Travel are
accounted already in the Manuport
Logistics Group Carbon Inventory, in
coordination with Euroports

Energy-efficiency actions:

Transition to green electricity in Rouen

We installed an electric charging station in Rouen for our 1st 100% EV car delivered in 2025. We are expecting his car to cover 15 thousand km per year.



Health & Prevention

Our people come first. Always. We look out for each other, and safety is a part of that. It is not just a policy; it is common sense. To achieve this, we follow Euroports’ QHSE Policy and comply with local legislations in Health & Safety. We want to keep zero accidents on the work floor, in every location, every year.

Prevention is a cornerstone in how we manage our workplaces. A safe place is a productive space, driving us to long-term success. While our internal operations do not present high degrees of hazards, we still monitor the cases where accidents or illness were present. In the last year there is one report of an accident, which occurred *in itinere* (commuting to work), not during work at the office.



Indicator	2023	2024	2025
MRT entities reporting on H&S	100 %	100 %	100 %
MRT - accidents reported (#)	0	0	1
MRT - cases of occupational disease reported (#)	0	0	0

Work Accidents
An occurrence arising out of, or in the course of, work which results in a fatal or non-fatal injury, e.g. a fall from a height or contact with moving machinery.

Occupational Disease
Covers any disease contracted as a result of an exposure to hazards arising from a work activity e.g. asthma resulting from exposure to wood dust or chemical compounds.

Definitions aligned to ILO - Investigation of Occupational Accidents and Diseases: A Practical Guide for Labor Inspectors. Data gathered by internal ESG Survey and confirmed by Manuport Logistics HR Department.

Talent Management

Hiring & Onboarding

We believe that people make the difference. In 2025, twelve new colleagues joined MRT. We look beyond competence: talent, for us, includes attitude, ambition, and alignment with our values. That is why we place great importance on our onboarding process. Everyone is guided through an onboarding journey, including regular check-ins, and a separate follow-up with HR after three months. These touchpoints help us stay close to how people are settling not just in terms of performance, but also how they feel and how well they connect with our way of working.



Manuport Road Transport & Manuport Logistics company party 2025

Turnover

While some employee turnover is inevitable, we strive to keep engagement high and our offering competitive. We listen, adapt, and ensure our people know they are part of a larger story. Talent management is not an isolated HR responsibility; it is a shared effort embedded in our culture and long-term vision.

Indicator	2024	2025
New hires (permanent employees)	13	12
Departures (permanent employees)	11	18
Employee Turnover Rate (%)	18,03 %	32,73 %

Employee Turnover Rate
Employees who leave the organization voluntarily or due to dismissal, retirement, or death in service. GRI 401
Calculated using the following formula: (Number of Employee Departures during the Reporting Period / Total Number of Employees at the end of the Reporting Period) * 100

Erratum
Numbers for this indicator in 2024 are corrected from the report last year (2024), where the figures came from an incomplete data set. See Annex C for details. Values were revised with HR.

Performance

We empower people. Our performance review process reflects just that. We evaluate not only what people achieve, but also how they achieve it. We look at contribution, collaboration, and how someone acts as a differentiator within their team. It is a well-rounded approach that reinforces our values in daily practice.

Training

We actively build a learning culture that supports sustainable growth. Currently, we count with the following courses for on-line learning available in the group platform: Sustainability at MPL, Understanding the Code of Conduct, MPL's Culture Training, anti-dumping Regulation, Fire Safety for the office in Michiganstraat, Dealing with stress, Information Security - IT Use policy and NIS2.



Sustainability @ MPL

Course Manuport Logistics

15m



Understanding the Code of Conduct

Course Manuport Logistics

30m



MPL's Culture Training

Course Manuport Logistics

15m



Anti-dumping Regulation

Course Manuport Logistics

7m



Fire Safety @ Michigan Street

Course Manuport Logistics

15m



How to deal with stress?

Course Manuport Logistics

15m



Information Security - IT Use Policy

Course Manuport Logistics

45m



Information security - NIS2

Course Manuport Logistics

4m

20 years of relentless energy

My name is Valerie Lauwaert, and every day I'm energized by the fast-moving world of transport and logistics, aiming to answer every transport request with the greatest care and provide our customers with the service they deserve. In my role as Commercial Lead for our largest international customers (and as Head of Bulk Operations) I lead a dedicated team of six passionate colleagues working closely to help shaping long-term partnerships and guiding complex operational and commercial flows.



My journey at Manuport began (over 20 years ago!) with curiosity and a desire to understand the logistics industry from different angles. Within the different operational departments, I was warmly welcomed in the Road Transport department, where I received a strong on-the-job training and plenty of challenges. I've never looked back since. I gained experience in all key aspects – chartering, planning, customer contact, and the wide range of commodities within bulk. Over the years, I've developed skills far beyond what any academic program could teach: leading teams, thinking strategically, managing high-stakes customer relationships, and navigating operational challenges across countries and divisions. Just as important are the personal lessons – staying flexible, building trust, and helping people grow in their roles. I focus on empowering my team and other colleagues by giving them ownership, encouraging initiative, and creating an environment where challenges are openly discussed and solved together.

Several moments have accelerated my development: taking on commercial responsibility for major accounts, leading the bulk operations team, participating in the Euroports Leadership Program, and receiving the trust and freedom to take ownership. I've learned that real change happens by doing – by stepping forward, taking initiative, and embracing challenges.

Looking ahead, I aim to contribute to further digitalization of our transport processes and support the development of more sustainable logistics solutions. The people and the feeling of belonging, and the constant change combined with the opportunity to make a real impact, keep me motivated to do this job every single day, and I love it.

Employee Benefits

A fair and transparent approach to compensation contributes to social sustainability. It helps us attract and retain talent, reduce turnover, and build a sustainable company. Our employee benefits depend on the region to stay in line with local market practices.

Pension Scheme: For example, in Belgium we provide a robust pension scheme to ensure our employees have financial security beyond the working years.

Health Insurance: For example, in Spain our health insurance covers a wide range of medical expenses, ensuring that our employees and their families have access to quality healthcare.

Flexible Work Schedules or Remote Work Options: Recognizing the importance of work-life balance, we offer flexible work schedules and remote work options. This initiative not only supports our employees' personal needs but also contributes to reducing our carbon

Life Insurance: For example, in Belgium our life insurance policies provide financial protection for our employees' families in the event of unforeseen circumstances.

Meal Allowance: For example, in France we offer meal allowances to our employees. This benefit supports the health and well-being of our team and contributes to a positive work environment.



Team Manuport Road Transport France - La Rochelle

Transportation Cards or Reimbursements: To encourage the use of public transportation and reduce environmental impact.

Company Car or Fuel Reimbursements: For example, in Belgium this benefit is designed to support employees who require transportation for their roles while also considering fuel-efficient and environmentally friendly vehicle options.

Bike Leasing: For example, in Belgium this initiative encourages employees to choose cycling as an eco-friendly commuting alternative, contributing to our overall sustainability efforts.

Indicator	2023	2024	2025
Additional hospitalization insurance available (%)	100 %	100 %	100 %
MRT employees paid above minimum salary (%)	100 %	100 %	100 %

Data based on declarations from Manuport Logistics HR Department.



MRT office in Rouen, France

Employee Relations

As a logistics group operating through a network of smaller entities across multiple countries, formal union representation is not legally required. However, we firmly believe that constructive social dialogue is essential, regardless of local legal frameworks.

We encourage transparent communication, listen carefully to employee feedback, and aim to build mutual trust and understanding. By promoting “a zero bullshit” culture, we ensure that employee voices are heard across all our local operations, regardless of the formal presence of collective representation.

The last three years we did not register any employee representatives in the Manuport Road Transport Group. Whether or not there is formal representation, our employees feel heard and supported through the existing direct communication channels. It reflects our ongoing efforts to listen actively to employee feedback and to take meaningful action in response.

Indicator	2023	2024	2025
MRT entities with formally elected employee representatives for collective bargaining (#)	0	0	0

MRT entities with employee representatives
Indicates how many MRT entities in the group have formally elected representatives for the employees to negotiate issues related to wages, working time, training, occupational health and safety or equal treatment. The objective of these negotiations is to arrive at a collective agreement that regulates terms and conditions of employment. Does not include collective agreements at the sector level.
Ref: ILO, GRI 402, ESRS S1

Data based on information provided by HR Department.



Diversity & Inclusion

We are committed to fostering a fair and inclusive workplace where every individual can thrive. We strongly believe in the power of teamwork and recognize the value of diverse perspectives in driving creativity, well-being, and achieving our sustainability goals, aligning with the principles of the UN Global Compact.

Discrimination or harassment? Zero tolerance. Not here. Not ever. We do not care what it is based on: gender, race, religion, age, disability, sexual orientation, background, or anything else protected by law. Everyone deserves respect. Full stop.

We are proud of keeping a balanced representation in the group (almost 50-50!). We want to build a supportive environment that values and respects the unique contributions of each team member, strengthening our collective ability to succeed.



Christmas dinner in Rouen, France

Indicator	2023	2024	2025
Women employed in the whole MRT Group	27	29	26
Women in leadership positions		42,86 %	47,27 %

Women employed in the MRT Group
Percentage of total employees who are women in the MRT Group. Data on gender and headcount were extracted from the internal register, by HR Department. The % is obtained by dividing the count of women employees over the total headcount (as of the end of the reporting period).

Women in Leadership Positions
Counts the female employees appointed as Managing Director, Country Manager, or Team Leader during the reporting year as a percentage of the available positions of leadership.
Leadership positions available: 06 in Belgium, 07 in France, 01 in Spain (total of 14 leadership positions in MRT Group during 2024)

Data provided by Manuport Logistics HR Department and through interviews with MRT Country Managers and Team Leaders. Percentages calculated on the count of total members by each body. GRI 405-1, ESRS S1

BE DIFFERENT

BE MPL

ESG Initiatives & Certificates

United Nations Global Compact

As a part of the Euroports Group, and since 2021, we are a proud participant of the UN Global Compact (UNGC), firmly committed to upholding its 10 principles and contributing to the 17 Sustainable Development Goals.



Operation Clean Sweep

Manuport Road Transport Belgium is a signatory of this voluntary program, which is dedicated to **preventing the release of plastic pellets, flakes, and powders—small particles used in plastic manufacturing—into the environment**, thereby reducing plastic pollution in waterways and oceans. As part of this commitment, we work on procedures related to SQAS to improve our compliance.



Engagements Volontaires pour L'Environnement Charter

Manuport Road Transport France is one of the first road freight forwarders in France to sign the Engagements Volontaires pour L'Environnement Charter back in 2023, which sets a quantitative target of 5% reduction in GHG emissions from participants' activities over 3 years.



Febetra

The Fédération belge des transporteurs et des prestataires de services logistiques represents over 10 thousand companies in Belgium, actively defending the interests of its members while addressing major challenges such as sustainability, labor shortages, and international competition. We are members through Manuport Road Transport Belgium.





SQAS

The CEFIC Safety & Quality Assessment for Sustainability (SQAS) evaluates the **quality, safety, security, and environmental performance** of logistics service providers. It provides standardized assessments used by companies to improve sustainability along the supply chain. The specific module taken in the assessment corresponds to “Transport Service”.



FCA

The Feed Chain Alliance (FCA) certification guarantees the **safety, quality, and traceability of animal feed throughout the supply chain**. For us, this certification is key as it ensures compliance with legal requirements and good manufacturing practices, preventing contamination and maintaining high-quality feed during transportation. This certificate was granted to Manuport Road Transport Belgium.



Qualimat

The Qualimat certification focuses on the **safety and quality of feed materials during transportation and storage**. This certification is important as it emphasizes hygiene, contamination prevention, and traceability, ensuring that feed materials remain safe and uncontaminated throughout the logistics process. Both offices in Manuport Road Transport France hold this certificate.



EcoVadis Sustainability Assessment

The EcoVadis sustainability assessment is a comprehensive evaluation of our company’s **sustainability performance** across four key areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. This year we are keeping our position among the top 2 % of companies in our sector in terms of sustainability performance, now obtaining a Gold Medal for the entire Manuport Logistics group.

Fundraising

Once more, we gathered together as part of the MPL Group for the fundraising for *De Warmste Week* (organized by VRT Studio Brussel), which is an initiative that raises both awareness and funds for various social causes. Throughout this week, individuals and organizations across Flanders engage in diverse fundraising activities, with proceeds benefiting selected charities.

De Warmste Week has grown into a major cultural event, effectively mobilizing widespread community participation and solidarity. For the year 2025, we raised 17 500 € together with more than 300 colleagues.

To reach this amount, this year we organized the same events as last year: a rally, a walk/run and a party. Giving back to the society is something that reflects the nature of our differentiators, following the moto of ***nothing great was ever achieved without enthusiasm***. Not all is business; we are truly different.



General Manager's Message

The 'road' to sustainability was, to be honest, much easier as we initially thought. Our first steps towards a more efficient and transparent organization started a long time ago and went very smooth, as our organization's mindset was already there from the beginning of the process.

Off course, real-time emissions tracking has been implemented for quite some time now and consciousness on our carbon footprint now seems more logic than ever, but our job does not end there. Quick wins lay in milage optimization and therefor full focus is needed on combining loads. But that is exactly what we at Manuport Road Transport do, our core business is looking for the best possible combinations and make sure there are no empty miles for our trucks.

Also, the implementation of our new powerful AI driven TMS system is key here. Traffic patterns, weather disruptions, road conditions, production peaks or lows etc. are constantly monitored and fuel-efficient paths are suggested by the system.

Last but not least we closely look at the market's changes towards a greener fleet. Whether future road transport be done with EV trucks, alternative fuel, HVO diesel... we have to be flexible and feel what the market wants. Working closely together with our in-house Manuport barging and intermodal colleagues we also look further than pure road haulage to lower our general carbon footprint.

Sustainability to me is not a nice-to-have feature but has to be embedded in our business. Together, with you, we can make the difference.

Sven Maes

General Manager Road Transport



2025 Highlights



Materiality Assessment

We reached out to our stakeholders to determine the most important ESG issues we are to tackle



Rouen: First electric car

We installed an electric charging station for our first 100% EV car delivered in 2025



Reporting ESG three years in a row!

This is the third sustainability report in our progress regarding sustainability - we keep moving forward!



Keeping high ESG performance

As part of MPL Group, for a second year in a row, we are among the top 2% of companies in sustainability performance

About this report

This is the third Sustainability Report of the Road division in the Manuport Logistics Group, covering the period from January 1st, 2025, to December 31st, 2025. This report covers the sustainability initiatives and performance of all entities within the Manuport Road Transport Group (unless otherwise stated), including:

- Manuport Road Transport Belgium NV
- Manuport Road Transport France SAS
- Manuport Road Transport Spain SL

Data has been gathered by the Sustainability area through interviews, surveys, dashboards and extracting information from the digital platforms, in coordination with the departments of HR, IT - Cybersecurity, Quality & Prevention (H&S), Legal, and Marketing & Communications.

While there is no mandate to report under a specific reporting structure, the report is partially aligned to ESRS and GRI. This document handed in English language, and translations are responsibility of each of the MRT entities/subsidiaries.

Your questions and feedback are kindly welcomed, at the following email address: sustainability@manuport-logistics.be



Annex A: Materiality Assessment

Scope & Stakeholders

The main groups of stakeholders considered were customers, MRT & MPL representatives, and external parties, obtaining feedback from 20 different individuals related to the aforementioned groups. The list of customers to reach out to was provided by the Operations area, with the understanding that it should be a representative list. MPL & MRT representatives include colleagues from Operations, Management, and Global QHSE department.

Methodology

In cooperation with Euroports, an initial list of more than 40 potential ESG issues was narrowed down to only 19. These were included in a survey to the stakeholders, requiring scoring both under the impact and business perspective. The rating was set up using alternatives on an ordinal scale, following a Likert-type format; hence, responses are discrete-ordinal variables (indicating order but not equal intervals). The value of the intervals has been defined by the QHSE Team, proposing a scheme that will enhance the relevance of the most important subjects.

The responses were transformed from discrete variables into quantitative. Results were aggregated and adjusted to 1 to avoid misleading values (as the maximum theoretical value for a given ESG issue was up to 140). The scores, then, were two-digit decimals, which were used to plot the matrix.

Results - ESG

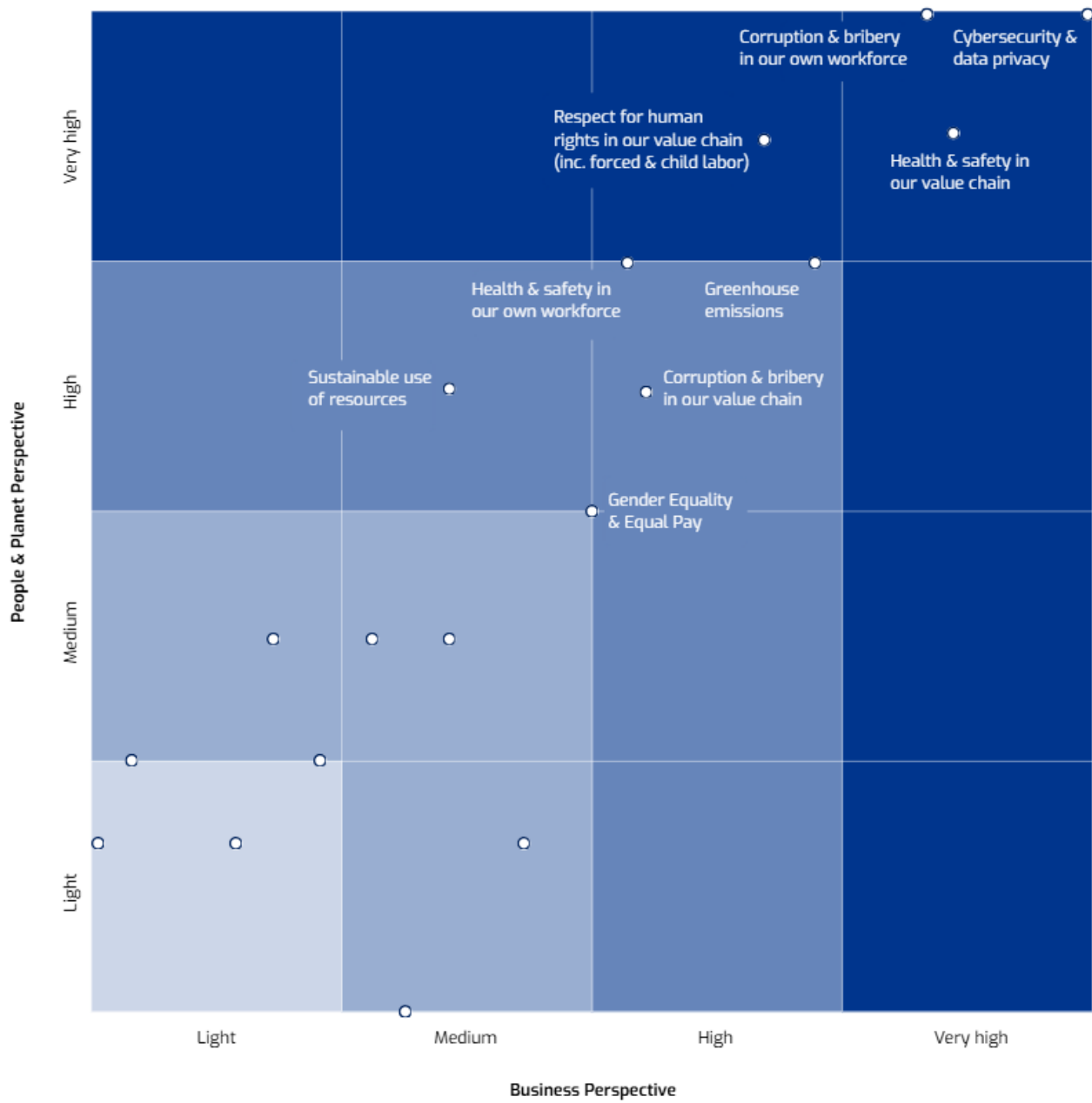
Due to the scarce space between the ESG issues, a process of normalization (min-max method) was brought in place to improve the visualization while preserving the relative order of values. After all this, there are four ESG issues located in the upper right corner of the matrix, meaning they are the material issues with the highest priority:

- Cybersecurity & Data Privacy
- Corruption & Bribery in our own workforce
- Health & Safety of our own workforce
- Respect for Human Rights in our Value Chain
- Prevention of pellets loss

Results - SDG

As part of the survey, stakeholders were also asked about which SDGs should be of priority for MRT. The results bring two clear priorities to be addressed:

- SDG 9 Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation (selected by 50 % of respondents)
- SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (selected by 45 % of respondents)



Annex B: Notes on the Carbon Inventory

Organizational Boundaries 2025

The GHG inventory for Manuport Road Transport includes the following entities in the Manuport Road Transport Group:

- Manuport Road Transport Belgium NV
- Manuport Road Transport France SAS

Methodology

The calculation of road transport emissions is based on a Tank-to-Wheel (TTW) approach and therefore includes only direct exhaust emissions occurring during vehicle operation. Upstream emissions related to fuel extraction, refining, processing, and distribution (Well-to-Tank) are excluded. As a result, the reported emissions do not represent a full Well-to-Wheel (WTW) footprint and may underestimate total life-cycle transport emissions.

Transport emissions are calculated using an activity-based ton-kilometer (t-km) methodology, whereby the mass of cargo transported is multiplied by the distance travelled for each shipment. Emissions are derived by applying emission factors expressed in kgCO₂e per ton-kilometer to the total ton-kilometer transported during the reporting period. This approach aligns with best practice for freight transport when shipment-level mass and distance data are available.

Emission Factors

The emission factors applied are sourced from the GHG Protocol “Emission Factors from Cross-Sector Tools” (March 13, 2024 update) and correspond to diesel heavy goods vehicles (HGV), rigid trucks >17 tons, Euro 6 standard. The factors include separate components for CO₂, CH₄, and N₂O emissions. Non-CO₂ gases (CH₄ and N₂O) are converted to CO₂ equivalents using 100-year Global Warming Potentials (GWPs) consistent with IPCC guidance and aggregated with CO₂ to obtain total CO₂e emissions.

Vehicle	EF CO ₂	EF CH ₄	EF N ₂ O
Truck	0,152 kg/ton-km	0,0016 g/ton-km	0,00758 g/ton-km

Assumptions

For calculation purposes, it is assumed that all transported cargo was carried using the same generic vehicle category (Euro 6 diesel rigid HGV >17 tons), irrespective of shipment type, consolidation level, routing, or operational context. This assumption reflects limitations in vehicle-specific primary data and may not capture variations in emissions arising from differences in truck configuration, load factor, driving conditions, or fuel efficiency.

Reported transport emissions include loaded trips only. Empty kilometers (non-revenue or repositioning movements) are currently not measured and are therefore excluded from the calculation. As a result, the reported emissions represent only the emissions directly attributable to the transport of goods and may underestimate the total emissions associated with the provision of transport services.

Distances used in the calculation reflect loaded vehicle-kilometers, and cargo mass reflects the actual transported tonnage recorded in operational systems. Total ton-kilometer are calculated by pairing shipment weight and distance at shipment or movement level, rather than by multiplying aggregated totals.

Results

Overall, the results provide a **conservative estimate** of road transport emissions due to the exclusion of upstream fuel emissions, empty running, and vehicle-specific operational variability. Future methodological improvements may include the integration of Well-to-Tank emission factors, estimation of empty kilometers, and differentiation of emission factors by vehicle type or transport profile, subject to data availability.

Annex C: Correction of Turnover Data 2024

Rationale

During the preparation of this report, it was identified that the employee turnover data disclosed for 2024 (previous reporting cycle) was based on an incomplete workforce dataset. As a result of a data consolidation oversight, the figures reported at the time did not fully reflect the entire employee population. The data have since been reviewed and corrected to ensure completeness and accuracy.

The methodology used to calculate the turnover rate remains unchanged. The difference between the previously reported and corrected turnover rate is solely the result of the revised employee data (2024), including the updated numbers of new hires and departures. As the turnover metric is derived from these underlying figures, the correction resulted in a corresponding adjustment of the reported turnover rate.

Corrected values

Initial values published in previous report:

- New hires 2024: 9
- Departures 2024: 7
- Turnover 2024: 11,47 %

Corrected values for this report:

- New hires 2024: 13
- Departures 2024: 11
- Turnover 2024: 18,03 %

The corrected figures presented in this report include the full employee population and supersede the values previously disclosed.



Get in Touch



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