

CEO's Message



At Manuport, we believe that sustainability is not a side project; it's a shared responsibility that runs through everything we do. This year, I am proud to see how Manuport Road Transport has continued to turn that belief into action.

2024 was a year of meaningful progress. We strengthened our sustainability structure and adopted a forward-thinking approach. As part of this, the publication of our first sustainability report for 2023 is an important milestone on our journey, allowing us to lead with impact and intention. This is our way to build trust with our stakeholders, because we know that *we always meet twice*.

What stands out to me most is the way our people have embraced this journey. From tracking emissions and improving safety to embedding sustainability in tenders and customer conversations, MRT shows that operational excellence and environmental responsibility go hand in hand.

We know there is more to do. And we are ready. As we look ahead, we will keep listening, learning, and pushing forward, step by step.

Thank you for being part of this journey.

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-inhand 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 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.

This is not a marketing story; it is just who we are.



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

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 Workforce - Our Differentiators

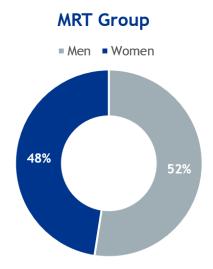
To provide the best solutions to our customers, we are proud to count on a truly amazing group of committed colleagues, whom we call differentiators. And we are growing! In 2024, we welcomed more differentiators to the team, and we are looking forward to having even more on board.

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

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.



Governance Structure

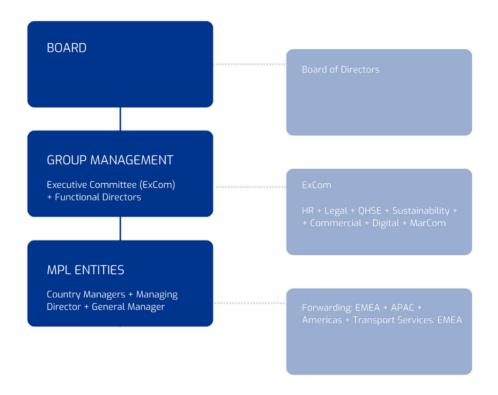
As Manuport Road Transport is part of the Manuport Logistics Group, ESG issues are tackled under the same governance structure, where MRT is one of the MPL entities.

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.

MLP 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
Whistleblowing Cases related to Business Ethics (#)*	0	0
Confirmed cases of corruption (#)*	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 JanssensChief Human Resources Officer

Jeanne CoolsMPL Legal Manager

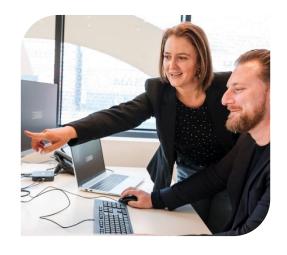
In the last years, we have not had any cases reported - however, we are ready to provide feedback on how reports have been followed up, reinforcing our commitment to responsible conduct and sustainable practices in the logistics and road transport sector. This is not just about following the rules; it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

Cybersecurity

Protecting and managing stakeholders' data is fundamental to building trust and has a significant impact on the economy but also individual rights. 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 extend feasible.

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



We conducted two audits in 2024 to assess and improve the security posture and maturity, ensuring ongoing protection against potential cyber threats. As a result, we experienced zero breaches of confidential information, demonstrating the effectiveness of our cybersecurity measures and improving the performance of the system compared to the previous year.



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

Distance covered (km)* 19 286 478

Weight transported (tons)* 1 307 941

Transportation service footprint (tCO₂-e)**

12 864

Carbon Accounting
*Data corresponds only to 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

Energy-efficiency actions

Transition to green electricity in Rouen

Our Rouen office now runs entirely on green electricity, significantly reducing our carbon footprint. This shift supports the transition to renewable energy and aligns with our commitment to climate responsibility.

Improved insulation in La Rochelle

We enhanced the insulation of doors and windows at our office in La Rochelle, also improving energy efficiency. Insulation is important as it reduces heating and cooling needs, lowering both emissions and operational costs.

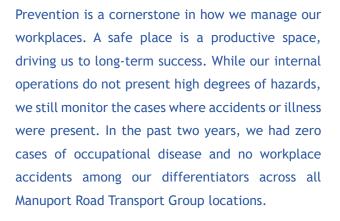
Materials-efficiency actions

Digitization to reduce paper usage

A major reduction (approx. 80 %) in paper consumption was achieved through digitization efforts. This not only conserves natural resources but also streamlines workflows and reduces waste.

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.





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

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
New hires in MRT entities	9
Permanent departures in MRT entities	7
Employee Turnover Rate (%)	11,47 %

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

Data provided by Manuport Logistics HR Department, based on information in HR Dashboards.

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. In 2024, all offices reported that training was provided related to skills or competences to excel in it. The branch in Belgium reported further training in Cybersecurity.

And to strengthen this approach, we are preparing the rollout of a global learning platform that will support knowledge sharing across teams. While our journey continues, the direction is clear: investing in people is investing in the future of Manuport Road Transport and the whole group.

Severijn's Road (Trip) to Team Lead

Some careers are straight highways. Others feel more like a road trip with unexpected turns, scenic overlooks, and the occasional pit stop for growth. Severijn's story is more like the second one.

Four years ago, he joined Manuport Logistics as a trainee. "I learned so much in just eight weeks about transport, networking, and what it takes to succeed in this sector," he says. "That experience made me want to stay." The journey since then has been anything but dull.

Stepping into the role of Junior Transport Coordinator, he learned the ins and outs of data analysis, negotiated rates, and learned the value of building lasting client relationships. Every day brought something new, and it was exactly the kind of fast-paced environment he thrives in.

Today, Severijn has taken the wheel as Team Lead for Team Europe at Manuport Road Transport NV (MRT). He is now operationally responsible for all the road transport shipments from the BENELUX to Germany, Eastern-Europe, Italy, Spain, and Portugal. "I am proud to lead a strong team of six people who are doing an incredible job," he adds.

One of the standout pit stops on his journey so far? Attending the transport fair in Munich. "It was the first time I traveled abroad for work," he recalls. "The atmosphere, the energy, meeting so many clients and suppliers, it was one of the best experiences I have had." It gave him a real sense of what this industry is about.

So, what would today's Severijn say to the trainee who walked through Manuport's doors four years ago? "The best choice you will ever make," he says enthusiastically. "You will get all the support you need. You will have the freedom to grow. You will work with people who genuinely want to see you succeed and who will make sure you enjoy the ride along the way."



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 footprint by minimizing commuting.

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 - Rouen

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

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

 ${\tt Data\ based\ on\ declarations\ from\ Manuport\ Logistics\ HR\ Department.}$



New 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 two 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
MRT entities with formally elected employee representatives for collective bargaining (#)	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 particularly proud of keeping the balanced representation in the group, where 48 % of our employees are women, reflecting our dedication to gender equality - we want to build a supportive environment that values and respects the unique contributions of each team member, strengthening our collective ability to succeed.



Indicator	2023	2024
Women employed in the whole MRT Group	27	29

Women in leadership positions

42,86 %

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



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.



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 correspond 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 reached the top 1% of companies in our sector in terms of sustainability performance, as we obtained the Platinum Medal for the entire Manuport Logistics group. Cannot get better than this!

Fundraising



One of the fundraising events that we sponsor annually is *De Warmste Week* a significant fundraising event in Flanders, Belgium, organized by VRT Studio Brussel, a radio station. This initiative 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 2024, we raised 17,000 € together with more than 300 colleagues in the Manuport Logistics Group, including MRT.

To reach this amount, throughout the year we organized a rally, a walk/run and a party. The atmosphere at each of these events truly reflects our spirit to move forward - not only in business or sustainability, but also in giving back to the community. We especially feel the moto of *nothing great was ever achieved without enthusiasm* come to life here, when we all work together for such a noble cause.

As this is a meaningful event, we hope to continue participating in future editions and organize more events that allow our differentiators to come together and connect.

General Manager's Message

This is the second sustainability report we are producing at Manuport Road Transport, and we are convinced this is the way to move forward. We have extended the content of the different sections and collected more metrics, while preserving the same spirit and commitment to transparency, as we align our efforts with our parent companies, Manuport Logistics and Euroports.

On top of the improvement on the report itself, this year we improved the office facilities for our differentiators in Rouen, France; and started calculating the carbon emissions of the services we provide in Belgium, which is a great milestone.

And we know where to go! We are still at the beginning of a long-term commitment to sustainable growth, recognizing the challenges ahead, and confident in our ability to overcome them through innovation, collaboration, and unwavering determination.

We are stepping on the pedals and accelerating, ahead for a sustainable tomorrow!

Jan Mampaey

General Manager Road Transport



2024 Highlights



Improved Sustainability Reporting

Running a more global approach to sustainability issues across our MRT entities and subsidiaries.



External verification for ESG metrics

Generating trust through the verification by independent third parties. Clearly, we will expand these set of metrics!



New office in Rouen

Providing more comfort for our differentiators, and with improve insulation to preserve energy better.



First Sustainability Report - Road

Last year we started sharing our progress with our stakeholders for the first time, keeping it real!



Obtained EcoVadis' Platinum Medal

A great achievement showing our efforts on driving sustainability forward on the group level!

About this report

This is the second Sustainability Report of the Road division in the Manuport Logistics Group, covering the period from January 1st, 2024, to December 31st, 2024. 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 feedback is kindly welcomed, at the following email address: sustainability@manuport-logistics.be



Annex: Notes on the Carbon Inventory

Organizational Boundaries 2024

The GHG inventory for Manuport Road Transport is aimed at all the entities in the group:

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

From these entities, the data in section GHG Emissions (collected through platform TAS) correspond only to Manuport Road Transport Belgium, which is 70 % (approx.) of the total business handled by the group, which is considered to be representative.

Data reported

The reported emissions are based on a Tank-to-Wheel (TTW) approach, which excludes upstream emissions associated with fuel production, processing, and distribution and, therefore, does not represent a full Well-to-Wheel (WTW) footprint.

Also consider the reported transportation emissions are based solely on loaded trips. Empty miles (non-revenue kilometers) are currently not measured and therefore not included in the carbon footprint calculation.

Emission Factors

The emission factors used in the calculations are based on the GHG Protocol document "Emission Factors from Cross-Sector Tools" (update from March 13, 2024), and correspond to: Diesel Trucks [Mobile Combustion, HGV - Rigid, >17 tons]. It is considered that all cargo was transported under the same kind of truck, including both full and consolidated load.

Vehicle	EF CO2	EF CH4	EF N2O
Truck	0.152 kg/ton-km	0.0016 g/ton-km	0.00758 g/ton-km

