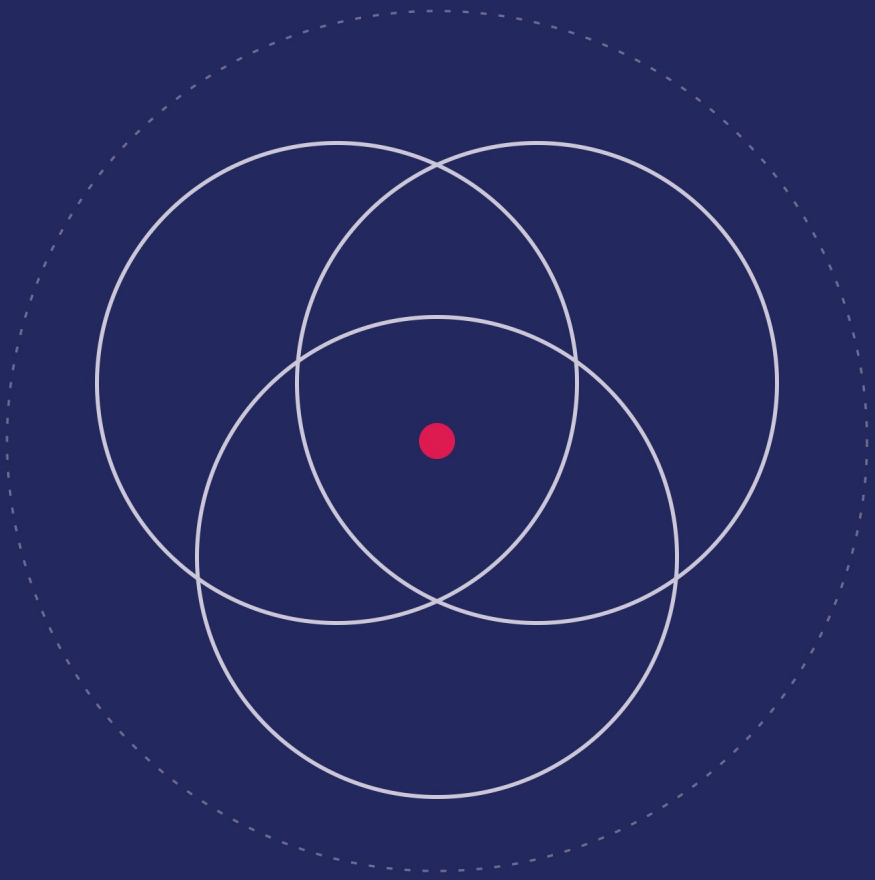
logicall
TRUSTED LOGISTICS



GROUP POLICY

Sustainability Policy

2026

Status: Final | Version 1.1 | 2026

About Logicall

Logicall is a one stop shop logistics provider, offering supply chain solutions, air and ocean freight forwarding, warehousing and fulfilment, parcel management, road transport and technical services. Building on a solid foundation in the logistics industry, we provide integrated and trusted solutions, combining logistics expertise with data insights and smart digital solutions to optimise supply chains for our customers. With 35 offices in 12 countries, we serve customers across Europe, the UK and Asia.

We integrate sustainability into how Logicall operates. We work to reduce the environmental impact of our activities, apply circular economy principles where feasible and support customers in meeting their own sustainability requirements. Our approach is set out in our ESG Strategy and supporting policies.

EXECUTIVE STATEMENT

Sustainability is part of Logicall's long term strategy and our licence to operate. This policy sets out our overall commitment across environmental, social and governance (ESG) matters, together with the framework of policies through which we act.

This is the parent document for our specific ESG policies. Its purpose is to keep them aligned, current and consistent across the Group. We hold ourselves accountable through measurable targets, transparent reporting and regular review. We comply with the regulatory frameworks that apply to our sector.

Logicall Board, Erik Schurgers (CFO) and Evert Stijkel (Head of ESG)

Application across Logicall

This Group Sustainability Policy applies to all entities and operations within the Logicall Group (also referred to as Logicall). Each entity, or collection of entities (a Business Unit, BU), adheres to the core principles, objectives and targets of this policy.

This policy sets the direction; together we determine how to get there. We recognise that local regulations and operating contexts differ across regions and functions. The overarching objectives apply universally, while BUs may adapt implementation to local realities, provided this remains aligned with Group objectives and is communicated transparently.

1 Policy statement

Logicall conducts its business responsibly and manages its environmental, social and governance impacts as an integral part of operations. We pursue continuous improvement, set measurable targets and report transparently on progress.

OUR COMMITMENT

01	Integrate ESG considerations into business decisions and processes
02	Comply with applicable law and the regulatory frameworks that apply to our sector
03	Set measurable targets and report progress transparently
04	Engage employees, customers, suppliers and other stakeholders
05	Review this policy annually

2 Governance

The Board holds ultimate accountability for sustainability. The CFO approves this policy. The Head of ESG owns the policy and coordinates implementation, supporting local functions and overall reporting.

Each Business Unit is responsible for applying the policy in its local context, in line with Group objectives.

3 Our sustainability framework

Logicall structures its sustainability work across three dimensions. Targets and detailed commitments are set out in the documents listed in chapter 5.

ENVIRONMENTAL

We work to reduce the environmental impact of our operations, including energy and emissions, fleet, materials, circularity and waste. Set out in the Environmental Policy, the Climate Transition Plan and the ESG Strategy.

SOCIAL

We aim for a safe and healthy working environment, respect human and labour rights and promote fair and equal treatment. Set out in the Health and Safety Policy and the Human Rights Policy Statement.

GOVERNANCE

We act with integrity, counter fraud and corruption and apply responsible procurement and trade practices. Set out in the Code of Conduct and related policies.

4 Compliance basis

This policy is aligned with the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Public sustainability communications are checked against the Dutch ACM Leidraad Duurzaamheidsclaims to ensure claims are clear, correct and substantiated. Logicall complies with applicable national and EU law in the markets where it operates.

5 Related documents

Policies and plans

- Environmental Policy
- Climate Transition Plan
- Health and Safety Policy
- Human Rights Policy Statement
- Code of Conduct
- Supplier Code of Conduct
- Anti Corruption and Bribery Policy
- Sustainable Procurement Policy
- Trade Compliance Policy
- ESG Strategy and SBTi commitment

Software

- Mastersustainability (ESG management suite)
- Climax (CO_2 reporting and pathway suite)
- Whistleblowersoftware.com

6 Monitoring and review

Sustainability performance is monitored through Logicall's ESG dashboard and reported in line with the CSRD framework. This policy is reviewed at least annually by the Head of ESG and approved by the CFO. It is updated upon relevant changes in regulation, strategy or operations.

The most current versions of our externally available policies are published on the ecoLogicall webpage.

logicall.com/ecologicall