



Energy and Greenhouse Gas Emissions Management Policy

December 2025

Goldair Cargo S.A.**1. Purpose**

Goldair Cargo S.A. recognizes that the efficient management of energy consumption and greenhouse gas (GHG) emissions is essential for sustainable business development and environmental responsibility.

Through energy efficiency measures, continuous monitoring, and responsible resource management, the Company seeks to reduce energy consumption, minimize greenhouse gas emissions, lower operational costs, and contribute to the transition towards a low-carbon economy.

This Policy establishes the principles, objectives, and commitments for the management of energy performance and greenhouse gas emissions across the Company's warehousing, cargo handling, freight forwarding, logistics, and transportation support activities, in line with ISO 14064-1:2018, GHG Protocol principles, and the obligations arising from the Greek National Climate Law (Law 4936/2022, Article 20).

This Policy applies to all facilities, warehouses, offices, operational equipment, vehicles, employees, contractors, and activities under the operational control of Goldair Cargo S.A.

2. Policy Commitments

Goldair Cargo S.A. is **committed to**:

- Improving energy performance through the reduction of energy consumption and the efficient use of resources.
- Supporting the Company's sustainability objectives and environmental commitments.
- Reducing greenhouse gas emissions associated with its operations.
- Minimizing environmental impacts resulting from energy use.
- Supporting the adoption and use of clean and renewable energy solutions where technically and economically feasible.
- Complying with all applicable legal, regulatory and other requirements related to energy management and greenhouse gas emissions, including the Greek National Climate Law 4936/2022 and the obligations of Article 20 of that Law.

3. Energy Performance

To **achieve these commitments**, the Company shall:

- a. Measure, monitor, and evaluate energy consumption across its operations.

- b. Establish annual energy reduction targets and monitor performance against established objectives.
- c. Improve energy efficiency through operational improvements, equipment upgrades, and infrastructure enhancements.
- d. Consider energy efficiency requirements when planning new facilities, equipment purchases, and operational improvements.

3.1 Greenhouse Gas Emissions Management

- a. Measure, calculate, report and externally verify greenhouse gas emissions in accordance with ISO 14064-1:2018, using recognized methodologies and emission factors issued by the Ministry of Environment and Energy (YΠΕΝ).
- b. Maintain an annually updated inventory of Scope 1 and Scope 2 greenhouse gas emissions, subject to independent third-party verification.
- c. Monitor emission trends and identify opportunities for emissions reduction.
- d. Integrate greenhouse gas reduction considerations into operational and business decision-making processes.

3.2 Compliance and Governance

- a. Ensure compliance with national and international legislation relating to energy management, climate change, and greenhouse gas emissions.
- b. Monitor regulatory developments and implement any necessary actions to maintain compliance.
- c. Periodically review energy and greenhouse gas risks, opportunities, objectives, and performance.

3.3 Infrastructure and Innovation

- a. Develop and maintain infrastructure that supports efficient energy use.
- b. Promote the acquisition and use of energy-efficient equipment and technologies.
- c. Explore innovative solutions and opportunities for clean and renewable energy.
- d. Support initiatives that contribute to reducing the Company's carbon footprint.

3.4 Awareness and Competence

- a. Promote awareness of energy efficiency and climate-related responsibilities among employees.
- b. Provide appropriate training and information to support the effective implementation of this Policy.
- c. Encourage employee participation in energy-saving and emissions-reduction initiatives.

4. Targets and Commitments

Goldair Cargo S.A. has established the following **long-term commitment**:

- Reduce the Scope 1 and Scope 2 carbon intensity of operations - expressed as tonnes CO₂ equivalent per MWh of total energy consumed - by 30% by 2030, against the independently verified base year 2022.

To support this commitment, **the Company shall**:

- Establish annual energy and greenhouse gas reduction targets, expressed on an intensity basis (per operational unit or per MWh).
- Monitor progress through defined performance indicators.
- Periodically evaluate the effectiveness of implemented measures.
- Review targets and action plans annually.

5. Monitoring, Reporting and Review

Energy consumption and greenhouse gas emissions data shall be collected, monitored, and reviewed on a regular basis to assess performance against established objectives and targets.

Results shall be reported through internal management processes and, where appropriate, external sustainability reporting mechanisms.

This Policy shall be reviewed at least annually, or sooner where significant operational, organizational, legal, or regulatory changes occur.

6. Approval

This Energy and Greenhouse Gas Emissions Management Policy is approved by Senior Management and communicated to all employees and relevant stakeholders.

The Company is committed to providing the necessary resources to achieve the objectives established in this Policy and to continually improve its energy performance and greenhouse gas emissions management practices

Approved by:

Kallinikos Kallinikos



Vice President & Managing Director, Goldair Cargo S.A.

Date: December 2025