



## **Environmental Policy**

December 2025

## ENVIRONMENTAL POLICY

### Goldair Cargo S.A.

---

Goldair Cargo S.A. conducts its warehousing, cargo handling, freight forwarding, logistics, and transportation support activities in an environmentally responsible manner. Environmental protection, pollution prevention, climate action, climate adaptation, efficient resource management, and compliance with applicable legal and regulatory requirements (including the Greek National Climate Law 4936/2022) are integral elements of the Company's business strategy, decision-making processes, and operational activities.

The Company recognizes its responsibility to minimize the environmental impacts associated with its activities and to continually improve its Environmental Management System (EMS), environmental performance, and sustainability practices.

This Policy is based on the following **principles**:

1. Protection of the environment and prevention of pollution.
2. Compliance with applicable environmental legislation, permits, and other obligations.
3. Efficient use of energy, water, and natural resources.
4. Waste prevention and promotion of circular economy principles.
5. Management of environmental risks and opportunities.
6. Continual improvement of environmental performance and the Environmental Management System, including climate change mitigation and adaptation.
7. Promotion of environmental responsibility throughout the supply chain and among stakeholders.

To support these principles, Goldair Cargo S.A. pursues the following **strategic objectives**:

#### 1. Compliance and Environmental Governance

---

- a. Comply with applicable environmental legislation, regulations, permits, and compliance obligations.
- b. Maintain all required environmental permits, licenses, and authorizations.
- c. Monitor legal and regulatory developments and implement necessary compliance measures.
- d. Periodically assess environmental risks and opportunities associated with Company activities.

## **2. Environmental Management System**

---

- a. Maintain and continually improve an Environmental Management System aligned with ISO 14001 requirements.
- b. Establish environmental objectives, targets, and action plans.
- c. Monitor environmental performance through appropriate indicators, audits, and management reviews.
- d. Promote continual improvement across all operational activities.

## **3. Climate Change, Energy and Emissions**

---

- a. Improve energy efficiency across warehouses, offices, cargo handling facilities, and logistics operations.
- b. Monitor energy consumption and greenhouse gas emissions.
- c. Promote energy conservation and responsible resource use.
- d. Evaluate opportunities for renewable energy utilization and low-carbon technologies.
- e. Pursue annual reductions in the carbon intensity of Scope 1 and Scope 2 greenhouse gas emissions in accordance with the Company's Energy & GHG Emissions Management Policy, the Greek Climate Law 4936/2022 (Article 20) and the independently verified base year 2022.

## **4. Waste Management and Circular Economy**

---

- a. Prevent waste generation wherever practicable.
- b. Promote the reuse, recycling, and recovery of materials.
- c. Ensure environmentally sound management of hazardous and non-hazardous waste.
- d. Cooperate with authorized waste management providers and maintain appropriate records.
- e. Support circular economy principles throughout operations.

## **5. Water Stewardship and Resource Conservation**

---

- a. Promote efficient and responsible water use.
- b. Monitor water consumption and identify opportunities for reduction.
- c. Prevent water pollution and ensure responsible wastewater management practices.

- d. Optimize the use of natural resources throughout operations.

## **6. Hazardous Materials and Pollution Prevention**

---

- a. Identify and control environmental risks associated with hazardous substances and operational activities.
- b. Maintain appropriate storage, handling, transportation, and emergency response procedures.
- c. Prevent contamination of air, water, and soil.
- d. Provide employees with appropriate information, resources, and training.

## **7. Biodiversity and Local Environment**

---

- a. Consider potential impacts on local ecosystems and biodiversity.
- b. Implement measures to prevent contamination of land, water, and air.
- c. Support environmental protection initiatives where appropriate.
- d. Minimize adverse environmental impacts on surrounding communities.

## **8. Sustainable Procurement and Supply Chain Management**

---

- a. Communicate environmental expectations to suppliers, contractors, and business partners.
- b. Encourage compliance with environmental legislation and recognized good environmental practices.
- c. Promote environmental responsibility throughout the supply chain.
- d. Consider environmental performance during supplier evaluation and engagement processes.

## **9. Sustainable Services and Stakeholder Engagement**

---

- a. Promote environmentally responsible logistics, freight forwarding, warehousing, and cargo handling solutions.
- b. Encourage customers and business partners to adopt sustainable practices.
- c. Engage stakeholders in environmental awareness and improvement initiatives.
- d. Communicate environmental performance through sustainability reporting and other appropriate channels.

✓ **Additional Environmental Commitment**

- Promote the Company's environmental services and sustainability initiatives to major customers annually and encourage customer participation in programs aimed at reducing the environmental impacts associated with logistics and supply chain activities.

## **10. Training, Awareness and Environmental Culture**

---

- a. Provide environmental awareness and competency training to employees and relevant contractors.
- b. Promote employee participation in environmental initiatives.
- c. Foster a culture of environmental responsibility and continual improvement.

## **Environmental Targets and Commitments**

---

To support implementation of this Policy and drive continual improvement, Goldair S.A. has established the following commitments:

- Reduce energy intensity (kWh per operational unit) by 5% annually, using 2022 as the independently verified baseline year, aligning with the GHG verification cycle of the Company.
- Maintain 100% of non-hazardous waste directed to recycling, subject to the availability of licensed recycling facilities and supporting infrastructure.
- Monitor and pursue annual reductions in the carbon intensity of Scope 1 and Scope 2 greenhouse gas emissions, in line with the 30% intensity reduction target by 2030 (versus the verified 2022 baseline).
- Conduct at least one internal environmental audit annually to evaluate compliance, environmental performance, and the effectiveness of the Environmental Management System.
- Communicate environmental services, sustainability initiatives, and environmental commitments to major customers annually.
- Review environmental objectives, targets, and performance indicators annually and implement corrective actions where necessary.
- Review and update this Policy at least annually, or sooner where significant operational, organizational, legal, or regulatory changes occur.

## **Monitoring, Review and Continual Improvement**

---

Environmental objectives, targets, risks, opportunities, and performance indicators are reviewed periodically to ensure the ongoing suitability, adequacy, effectiveness, and continual improvement of the Environmental Management System.

This Policy is approved by Senior Management and communicated to employees, contractors, suppliers, customers, and other relevant stakeholders. The necessary resources are made available to achieve the objectives established herein and to support continual improvement of environmental performance.

---

**Approved by:**

Kallinikos Kallinikos



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

Date: December 2025