



Annual Sustainability Report 2025

Reporting period: 1 January 2025 to 31 December 2025

Issued: June 2026

Major sustainability milestones 2024–2025

- ISO 45001:2018 — Occupational Health & Safety certification (NEW, 2025)
- ISO 27001:2022 — Information Security renewal (valid through 2028)
- ISO 14064-1:2018 — GHG inventory independently verified by TÜVAustria Hellas
- SEDEX / SMETA on-site social audit completed at Aspropyrgos facility
- 358 employees · 58.6% women · 40 hours training/employee
- 100% of targeted suppliers have signed the Suppliers Code of Conduct

GOLDAIR CARGO S.A. — ANNUAL SUSTAINABILITY REPORT 2025

Goldair Cargo, founded in 1987, succeeded through steady and considered steps to become a synonym of high quality services in the field of international freight forwarding and logistics.

Nowadays, the company maintains more than 135.000 sq.m of covered warehouses, offering full range logistics services and handles over 42.500.000 pickings annually, distributing them throughout Greece and neighbour countries.

Goldair Cargo, pioneer in the field of international forwarding, carries a pan-European freight distribution network for 48 cities with daily and weekly departures, for dry as well as controlled temperature cargo.

The company has also developed exclusive co-operations with market leading forwarding networks, covering through air and sea, any transport need, from and to all around the world.

Goldair Cargo S.A., member of Goldair Group, has always been ahead of its time in innovative solutions, succeeding through steady and considered steps to become a strong group, synonymous with high quality services in the field of international forwarding and logistics.

Our values

Within that framework, the company acts based on the fundamental values that determine both its development planning, as well as its day-to-day operations, aiming to offer:

- High level provision of services with a customer-oriented approach
- Immediate response, consistency, reliability
- Solid collaborations
- Flexibility
- Expertise
- Provision of added value services
- Strong network in 5 continents

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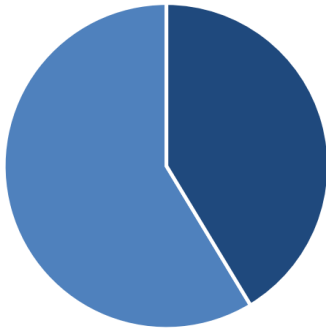
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1 About our company

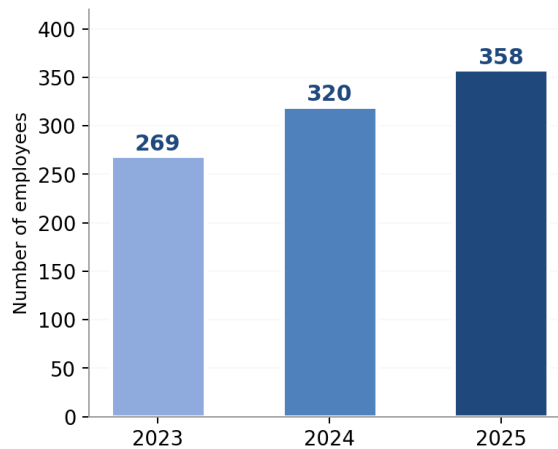
Goldair Cargo S.A. employs 358 people in 2025, up from 269 in 2023 — a 33% increase reflecting the company's ongoing growth. Of the total workforce, 58,6% are women and 41,4% are men. The strong representation of women is evident also at managerial level, where 25% of the Board of Directors and corporate positions are held by women.

During the years of its operation, the company has given the chance to a great number of employees to develop their skills and career by following trainings and workshops. Since 2016, the employees have followed more than 30 workshops on a variety of subjects such as Health & Safety, Anti-corruption & Ethics, HACCP, ISO standards, Stress Management, Dangerous Goods Regulations and E-commerce.

Workforce composition (358 employees)



Employee count — yearly growth



In 2023 the company took out a group life/health insurance policy for all staff, in which employees have the option to include family members at a very low cost. The same year the company appointed a Receiving and Monitoring Officer (RMO) for the supervision of the whistleblowing procedure, in accordance with Greek Law 4990/2022.

In 2024–2025 the company further strengthened its sustainability framework with major additions:

- ISO 45001:2018 certification for Occupational Health & Safety
- Renewal of ISO 27001:2022 for Information Security (valid through 2028)
- Independent verification of the 2024 GHG inventory under ISO 14064-1 by TÜV Austria Hellas (the 2025 verification is in progress)
- Completion of a SEDEX/SMETA on-site social audit at one of our facilities

2 Business ethics

Goldair Cargo S.A. operates with sensitivity and sense of duty, always striving to be a productive and responsible corporate member of the community.

In the Business Ethics Policy there are a number of principles that serve as priorities for Goldair Cargo operations. These include:

- 1. Prioritizing customer satisfaction.** the company is constantly enhancing the quality of its services and strictly adheres to all governing laws and regulations.
- 2. Development of the communities.** in which it operates, the business engages in strategic partnerships. Potential risks are researched, evaluated, and managed proactively, ensuring the smooth continuation of operations.
- 3. Upholding high standards of business ethics.** the company has a zero-tolerance policy for bribery, non-compliance, and the disclosure of sensitive business information. To ensure transparency, an annual report is released.
- 4. Safeguarding customer data.** the organization has renewed its ISO 27001:2022 certification, an international standard for information security management, valid through 2028.
- 5. Prioritizing employee well-being.** the company invests in modern tools and methods to create optimal working conditions and fosters a positive work environment through innovative work practices, fair treatment, respect, and trust.
- 6. Ensuring health and safety.** of its employees is a top priority, now formally certified to ISO 45001:2018 (Occupational Health & Safety Management System).

Environmental management & societal integration principles

- 1. Environmental Stewardship.** The organization strives to minimize its environmental footprint by reducing energy consumption and efficiently managing all waste streams.
- 2. Carbon Emissions Monitoring and Reduction.** Goldair monitors carbon emissions in accordance with ISO 14064-1:2018, with annual verification by TÜV Austria Hellas, and implements energy-efficient practices to drive emission reductions.
- 3. Stakeholder Engagement.** The organization engages in open dialogue with stakeholders, acknowledging their expectations for a sustainable future.
- 4. ISO 14001 Certification.** To demonstrate its commitment to environmental stewardship, Goldair is certified to the international standard ISO 14001.
- 5. Process Efficiency and Partner Education.** The organization seeks to reduce carbon dioxide emissions from its processes and educates partners about the importance of minimizing emissions during product transportation.

3 Governance & sustainability management

Goldair Cargo S.A. has established an integrated management framework that brings together quality, environment, occupational health & safety, food safety, social responsibility and information security under a single governance structure. This framework is overseen by senior management and supported by dedicated roles across the organisation.

Approval & accountability

The Sustainability Report and the underlying management system documentation are formally approved at the highest level of the organisation:

Role	Responsibility
Managing Director	Final approval of policies, sustainability commitments and management system documentation. Annual management review.
Quality, Environment, Social Responsibility, H&S and Security Officer (ΥΠΠΑ)	Drafting, maintenance and continuous improvement of the integrated management system. Coordination of audits and certifications.
Receiving and Monitoring Officer (RMO)	Independent reception and investigation of whistleblower reports, in line with Law 4990/2022.
Compliance Officer	Oversight of business ethics, anti-corruption and conflict of interest management.
Process Owners (departments)	Implementation of procedures, monitoring of objectives and indicators, reporting of incidents and non-conformities.

Integrated management systems in place

Goldair Cargo operates under a documented Integrated Management System (IMS) covering the following internationally recognised standards, all certified at the Aspropyrgos facility:

- ISO 9001:2015 — Quality Management System
- ISO 14001:2015 — Environmental Management System
- ISO 45001:2018 — Occupational Health & Safety
- ISO 22000:2018 — Food Safety Management System
- ISO 13485:2016 — Quality Management System for Medical Devices
- ISO 27001:2022 — Information Security Management System
- Good Distribution Practice (GDP) for Medicinal Products & Medical Devices (MD 1348 / YA 4822)
- SEDEX / SMETA framework for social responsibility

The IMS is documented in the "Quality, Environment, Social Responsibility, H&S and Security Manual" (Version 8, 01/12/2025), which references the full set of operational procedures, work instructions and records that govern day-to-day operations.

Management review

The Managing Director conducts an annual review of the integrated management system. Inputs include performance against targets, results from internal and external audits, non-conformities and corrective actions, stakeholder feedback, and updates on regulatory and other compliance obligations. Outputs include decisions on resource allocation, improvement projects, and updates to policies and objectives.

4 Stakeholders & material topics

Goldair Cargo S.A. has formally identified its interested parties and their requirements as part of its Integrated Management System. The full stakeholder map is documented in the annex of the annual Management System Review and updated regularly. A SWOT analysis is also performed annually to assess external and internal parameters affecting the organisation.

Key stakeholder groups

Stakeholder group	Main expectations / requirements
Customers	High-quality service delivery, on-time and damage-free transportation, regulatory compliance (especially for pharmaceuticals & medical devices), data security and transparent communication.
Employees	Safe and healthy working environment, fair compensation, training and development, equal treatment, freedom of association.
Suppliers & subcontractors (e.g. transport partners)	Clear cooperation guidelines, fair payment terms, transparent evaluation, alignment with the Suppliers Code of Conduct.
Regulatory authorities & certification bodies	Compliance with applicable legislation (labour, environment, climate, food safety, medical devices, data protection); accurate reporting.
Local community	Responsible operations, minimisation of environmental impact, contribution to local employment.
Shareholders & management	Sustainable financial performance, risk management, reputation protection, long-term value creation.
Insurance providers & banks	Sound risk management, business continuity, regulatory compliance.

Material topics

Based on the stakeholder mapping, the SWOT analysis, sector-specific risks for logistics and freight forwarding, and the requirements of EcoVadis and SEDEX/SMETA, Goldair Cargo has identified the following material topics for its sustainability strategy:

Theme	Material topic	Where addressed in this report
Environment	Energy consumption & efficiency	Section 8
Environment	GHG emissions & climate action	Section 11
Environment	Water consumption	Section 9
Environment	Waste management & recycling	Section 10
Labor & HR	Occupational health & safety	Section 2 (Business ethics), Annex
Labor & HR	Employee development & training	Section 12
Labor & HR	Diversity & equal opportunity	Section 1, Annex
Ethics	Anti-corruption & business ethics	Section 2
Ethics	Data security & privacy	Section 2 (ISO 27001)
Ethics	Whistleblowing & grievance mechanisms	Section 2
Supply chain	Responsible supplier management	Section 14 (SMETA), Annex
Supply chain	Supplier social & environmental compliance	Section 14, Annex
Service quality	Quality of transport & logistics services	Section 3 (Governance)
Service quality	Cold-chain integrity for pharmaceuticals	Section 3 (GDP certification)

All material topics are linked to measurable objectives and indicators tracked in the Goldair Cargo Risk Assessment & Objectives document (E.ΔIAX.12.01), reviewed annually.

5 Risk management

Goldair Cargo S.A. has implemented a formal risk-based approach to its operations, in line with the requirements of ISO 9001, ISO 14001, ISO 45001, ISO 22000, ISO 27001 and SEDEX/SMETA. The approach combines a documented methodology, an organisation-wide risk register and an annual review cycle.

Methodology

Risks are identified across six dimensions: management system risks, IT/information security, environmental risks (including climate-related physical risks), health & safety, social responsibility, and operational quality. Each risk is assessed for:

- Severity (scale 1–4): potential impact if the risk materialises
- Likelihood (scale 1–4): probability of occurrence within the assessment period
- Risk score ($R = \text{Severity} \times \text{Likelihood}$): determines the residual risk level after existing controls

Risk levels are categorised as follows:

Risk score (R)	Level	Treatment
1–4	Very low	Monitor through existing controls
5–8	Low	Monitor; consider additional measures if practical
9–12	Medium	Action plan required
≥ 13	High	Immediate action plan + reassessment

Key risk categories addressed

The 2025–2026 risk register (E.ΔIAX.12.01) includes more than 70 identified risks across the following main categories:

Risk category	Examples of risks addressed
Climate-related physical risks	Fire on company premises; earthquake during working hours; extreme weather events affecting transport operations.
Regulatory & compliance	Unawareness of new legislation; non-compliance with H&S, environmental or labour law; fines and reputational damage.
Occupational health & safety	Workplace accidents or near-misses; non-compliance with H&S rules; emergency situations.

Information security & IT	Cyber-attacks; data breaches; non-compliance with GDPR and ISO 27001 controls.
Operational quality	Supplier non-conformities; transport delays or damages; customer complaints.
Social responsibility	Discrimination, harassment, child or forced labour, excessive working hours, anti-corruption breaches — all monitored under SMETA framework, with target value zero incidents.
Product safety (pharmaceuticals & medical devices)	Cold-chain breaks; counterfeit products; handling errors for sensitive goods (GDP & ISO 13485 controls).
Environmental	Spills, hazardous waste handling, air emissions, non-compliance with environmental obligations.

Review cycle

The risk register is formally reviewed at least annually, as part of the Management Review process. Reassessment is also triggered by:

- Significant changes to operations, infrastructure or workforce
- Incidents, accidents or near-misses
- Findings from internal or external audits
- New or amended legal requirements
- Stakeholder complaints or feedback

All risk assessment results, action plans and effectiveness reviews are documented in E.ΔIAX.12.01 "Risk Assessment & Objectives".

6 Sustainability Reporting Framework — SDGs

The Sustainable Development Goals are a set of 17 goals adopted by all UN member states in 2015 as part of the 2030 Agenda for Sustainable Development. Goldair Cargo S.A. uses this framework in order to communicate its progress towards sustainable development.

The SDGs span all three pillars of sustainability — economic, social and environmental. Goldair Cargo S.A. has taken concrete measures aligned with the following eight SDGs:



SDG	Title	Goldair contribution
SDG 3	Good health and well-being	Group life & health insurance for all staff; ISO 45001 OH&S system; stress management training
SDG 5	Gender equality	58,6% women in workforce; 25% women at top management; anti-discrimination policy
SDG 7	Affordable and clean energy	LED lighting; energy-efficient machinery; rooftop PV feasibility study
SDG 8	Decent work and economic growth	40 hours training/employee; collective bargaining; zero work-related ill-health
SDG 10	Reduced inequalities	Anti-discrimination & anti-harassment policy; collective bargaining for 100% of workforce
SDG 11	Sustainable cities and communities	Eco-driving guidelines; partner education on sustainable transport
SDG 12	Responsible consumption and production	Waste segregation & recycling; licensed waste contractors
SDG 13	Climate action	ISO 14064-1 verified GHG inventory; carbon reduction targets; energy reduction programme

7 Policies

Goldair Cargo S.A. has developed a comprehensive list of policies to remain transparent and aligned with national and international obligations. Through these policies, the company also corresponds to several SDGs. The policies currently in place are the following:

Policy / Procedure

Human Rights & Child Protection Policy

Environmental Policy

Energy & Greenhouse Gas Emissions Management Policy

Business Ethics Policy

Conflict of Interest Gifts and Hospitality Procedure

Anti Bribery and Anti Corruption Policy

Anti-discrimination & Anti-harassment Actions

Sustainable Procurement Policy

Information Security Policy / Data Privacy Policy

Whistleblower Procedure

Suppliers Code of Conduct

The new ΔIAX.16 procedure addresses child labour, forced labour, freedom of association, working hours, wages and discrimination, in line with the SEDEX/SMETA framework. All policies are reviewed every second year and are available on the company website.

8 Energy management

Goldair Cargo S.A. has been monitoring energy consumption since the inception of its operations. Monthly reports are kept and presented to management. The company tracks two complementary metrics: the electricity consumption of its headquarters offices (HQ electricity, in kWh) and the total energy consumption across all operations (offices, warehouses and vehicle fleet, in GJ), the latter being the basis used for the GHG inventory. Over the past years, energy consumption has trended slightly upward due to the expansion of operations and increased volume of activity at the warehouses.

Energy consumption trend

HQ electricity consumption increased from 878.494 kWh in 2024 to 989.863 kWh in 2025 (+13%), reflecting the continued expansion of warehouse capacity and operational volume. The 2025 monthly profile shows the expected seasonal peak in July (146.599 kWh). Despite this absolute growth, energy efficiency measures continue to be deployed to limit the rate of increase relative to operational scale. The 2025 figures are being monitored in parallel with the 2025 GHG inventory and will be finalised and published in the next issue, alongside the verified emissions.

Goldair Cargo S.A. remains committed to promoting energy efficiency. The company continues to implement multiple measures including:

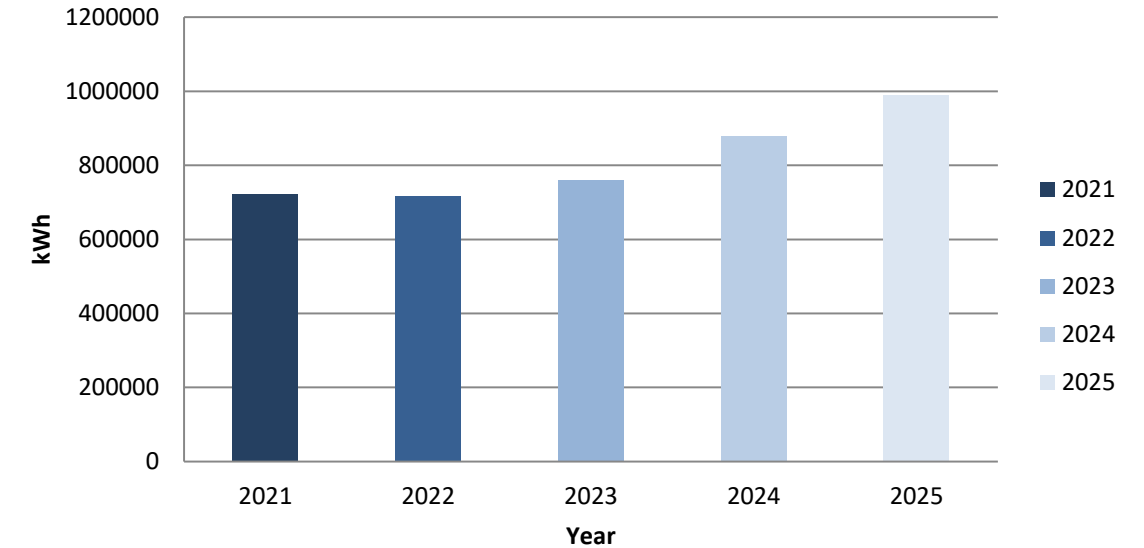
- Maximum utilization of natural lighting in storage areas
- LED lighting deployment in offices and warehouses
- Energy-efficient handling and lifting machinery
- Eco-driving guidelines for company vehicles

These efforts align with Sustainable Development Goals SDG 7, SDG 12 (Target 12.2) and SDG 13 (Target 13.2).

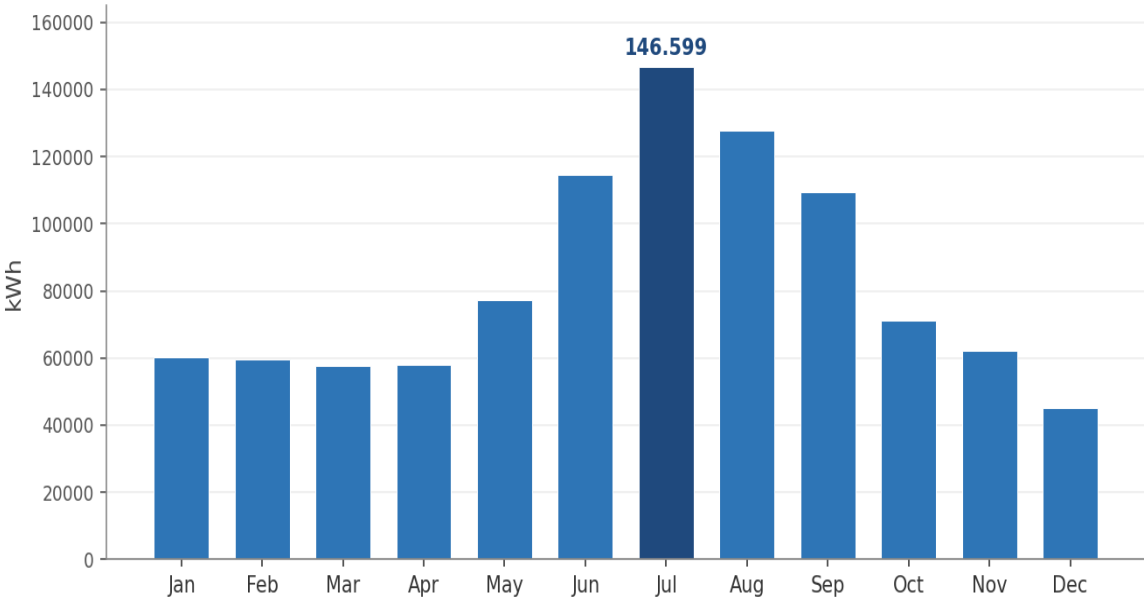
HQ electricity consumption — multi-year trend

Year	HQ electricity (kWh)
2021	721.325
2022	716.271
2023	761.219
2024	878.494
2025	989.863

HQ Electricity Consumption by Year (kWh)



HQ Electricity Consumption 2025 – Monthly Profile (kWh)



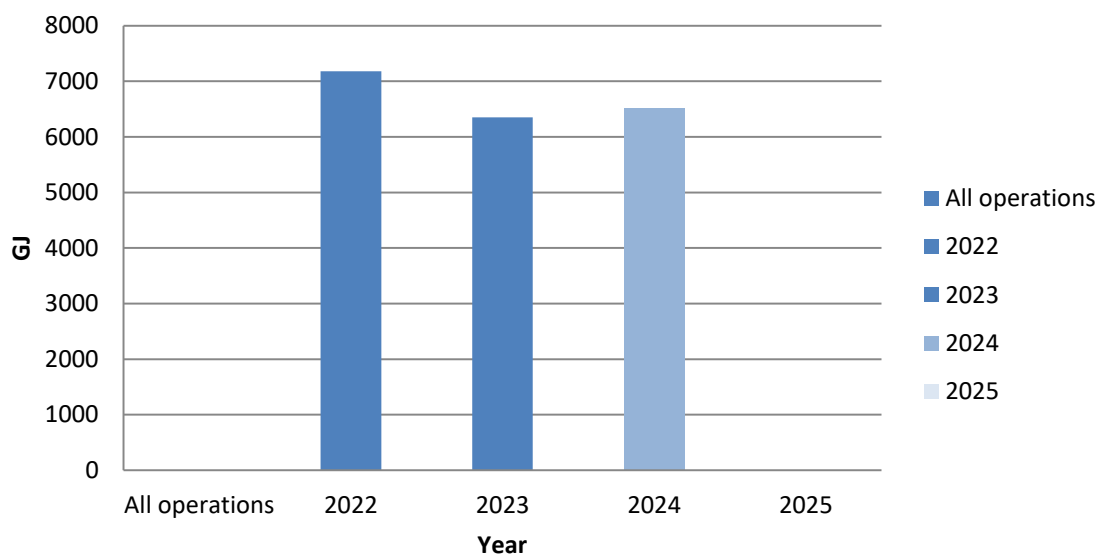
Total energy consumption (all operations) — basis for the GHG inventory

The figures below cover the total energy consumed across all operations (offices, warehouses and vehicle fleet). These are the consumption data used to calculate the verified Scope 1 and Scope 2 GHG emissions under ISO 14064-1. Values are reported in GJ and converted to MWh for reference (1 GJ = 277.778 kWh).

Year	Total energy (GJ)	Total energy (MWh)	Verified Scope 1+2 (tCO ₂ e)
2022	7.183	1.995,3	971.926
2023	6.349	1.763,6	821.346
2024	6.522	1.811,7	661.230
2025	<i>Monitored — emission factors issued by YΠΕΝ in July 2026; verification by TÜV Austria Hellas under ISO 14064-1. to be published in the next issue</i>		

Note: HQ electricity (kWh) and total energy (GJ) are distinct metrics and are not directly comparable. Scope 1 + 2 emissions are independently verified by TÜV Austria Hellas under ISO 14064-1.

Energy Consumption by Year (GJ)



Targets for 2025-2026

- Reduce energy intensity (kWh per operational unit) by 3% versus the 2022 baseline
- Assess feasibility of on-site renewable energy generation (rooftop PV) for the Aspropyrgos facilities
- Complete the transition to LED across all remaining warehouse zones

9 Water management

Since 2012, the company has kept track of its water usage through monthly monitoring reports to ensure transparency and clarity. In 2025, water consumption was 3.965 m³, a 4% decrease compared to 4.137 m³ in 2024, demonstrating the effectiveness of the water-saving measures despite the expansion of operations.

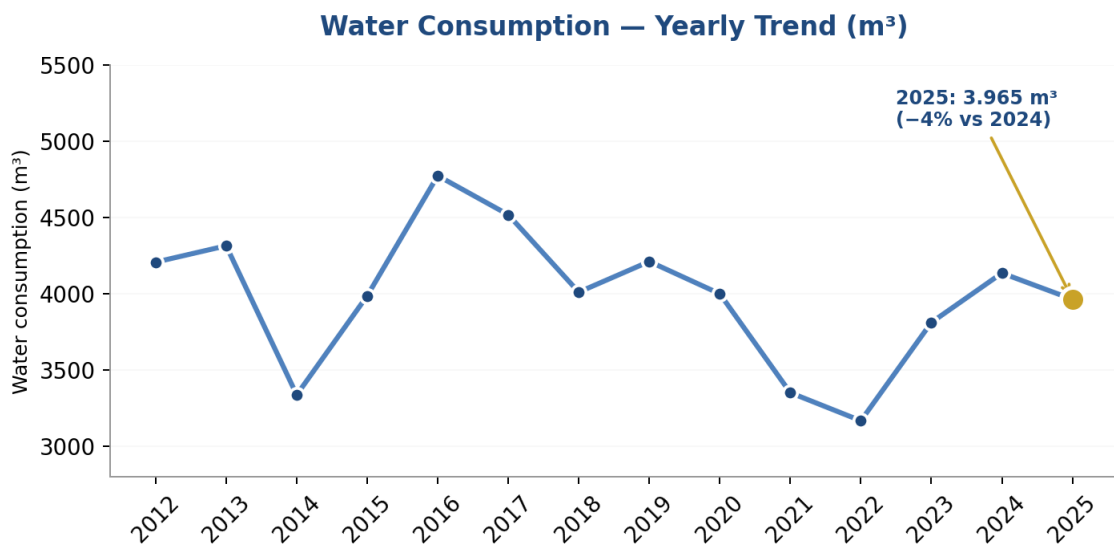
The company has implemented multiple measures to conserve water:

- Training employees on water-saving practices
- Minimizing water-intensive processes in cleaning operations
- Regular inspection of plumbing systems to detect leaks early

In line with the United Nations Sustainable Development Goals, Goldair Cargo S.A. contributes to SDG 12 (Target 12.2) and SDG 11 "Sustainable cities and communities."

Water consumption — multi-year trend

Year	Water (m ³)
2021	3.352
2022	3.168
2023	3.813
2024	4.137
2025	3.965



Target for 2030

Further reduce water consumption by 5% versus the 2022 baseline, leveraging the awareness and monitoring measures already in place.

10 Waste management

To ensure sustainable waste management practices, Goldair Cargo S.A. allocates designated areas for waste handling and collaborates with licensed contractors to manage packaging waste. Approximately 200 tonnes of waste continue to be handled annually through these partnerships. All generated waste is meticulously recorded and reported on the dedicated platform of the Greek Ministry of Environment.

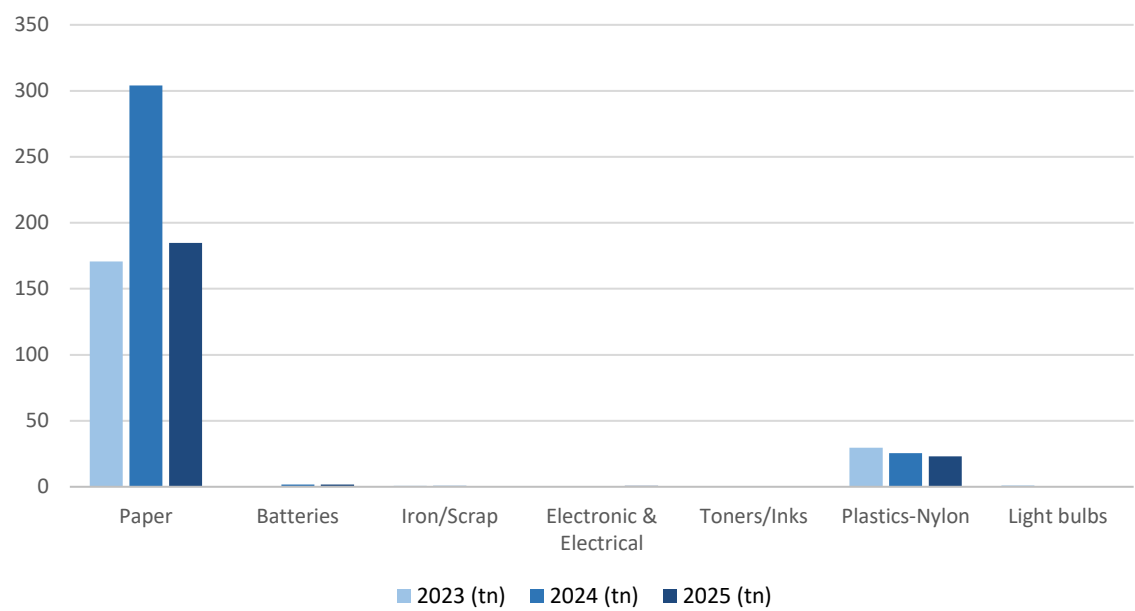
Through these efforts, Goldair Cargo S.A. actively contributes to the United Nations Sustainable Development Goals, particularly:

- Target 12.2: Sustainable management and use of natural resources
- Target 12.4: Responsible management of chemicals and waste
- Target 12.5: Substantially reduce waste generation
- Target 12.6: Encourage companies to adopt sustainable practices and sustainability reporting

Waste management — verified 2024 & 2025 data

Category	2023 (tn)	2024 (tn)	2025 (tn)
Paper (A4, forms, magazines, packaging)	170,78	304,005	184,65
Industrial/vehicle batteries	0	1,672	1,76
Iron / Scrap metal	0,76	0,69	0,17
Electronic & Electrical Equipment	0,42	0,43	0,72
Printer toners / inks	0	0	0
Plastics-Nylon	29,58	25,41	23,16
Lighting bulbs	0,8875	0	0,463
TOTAL (excl. plastics)	202,4275	332,207	210,923

Waste by Category (tn) — 2023–2025



** All waste is handled by licensed contractors and reported to the Greek Ministry of Environment.*

11 Managing Carbon

With the growing emphasis on sustainability, carbon management has become essential for businesses. It not only helps reduce greenhouse gas emissions and mitigate climate-related risks but also aligns with investor expectations, brand reputation, cost savings and future-proofing strategies.

Carbon management at Goldair Cargo involves measuring and managing direct emissions (Scope 1) and indirect emissions from purchased electricity (Scope 2). The Greek climate law mandates companies to measure and verify their Scope 1 and Scope 2 emissions, ensuring compliance and transparency in emissions reporting.

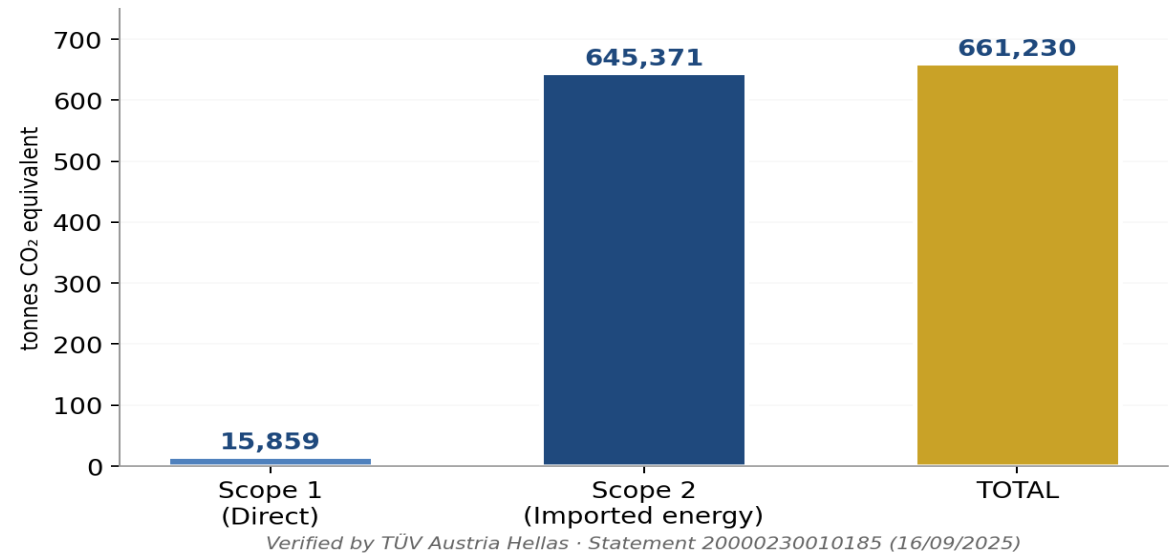
Third-party verified GHG inventory

In September 2025, Goldair Cargo S.A. completed the independent third-party verification of its 2024 GHG inventory in accordance with ISO 14064-1:2018, conducted by TÜV Austria Hellas (Verification Statement No. 20000230010185, dated 16 September 2025). The verification confirmed that the GHG assertions are materially correct and a fair representation of the GHG data, with no material misstatements. The company falls under Article 20 of the Greek National Climate Law (Law 4936/2022) and prepares its Carbon Footprint Report on this basis. For the 2025 reporting year, the official emission factors are issued by the Ministry of Environment and Energy (ΥΠΕΝ) in July 2026, and the independent verification is therefore carried out by October 2026. For this reason, the 2025 emissions and energy consumption data are being monitored and will be published in the next issue of this report.

Verified GHG emissions for 2024 reporting year (ISO 14064-1)

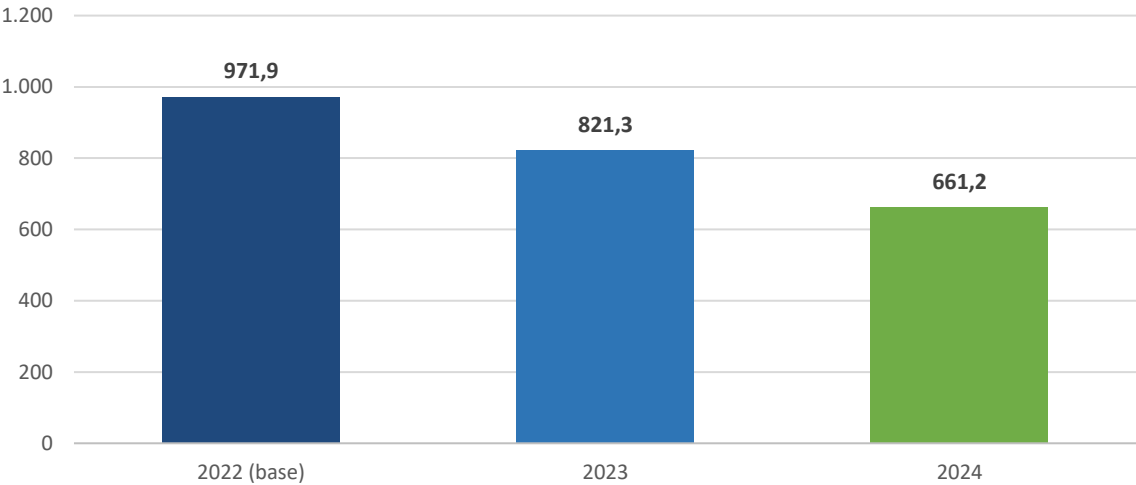
GHG Emission Category	tonnes CO ₂ equivalent
Direct GHG emissions (Scope 1) — non-biogenic	15.859
Direct GHG emissions — biogenic	0
Indirect GHG emissions from imported energy (Scope 2)	645.371
Removals of GHG emissions	0
TOTAL GHG EMISSIONS (Scope 1 + 2)	661.230

Verified GHG Emissions 2024 (tonnes CO₂eq) — ISO 14064-1



Scope 3 emissions (transportation, business travel, employee commuting, supply chain, end-of-life): for the 2024 reporting year, these categories were evaluated as not significant relative to the overall footprint and were therefore not quantified. The company will revisit this assessment in parallel with the 2025 verification (carried out by October 2026), and may proceed with a Scope 3 screening exercise to identify the most material categories for future inclusion.

Verified GHG Emissions (Scope 1 + 2, tCO₂e) — 2022–2024



Note: 2025 emission factors are issued by YΠEN in July 2026; verification of the 2025 GHG inventory is carried out by October 2026. The 2025 emissions and energy consumption data are being monitored and will be published in the next issue.

Verification details

Standard	ISO 14064-1:2018
Verification standard	ISO 14064-3:2019
Verification body	TÜV Austria Hellas (Accreditation No. 876)
Statement number	20000230010185
Date of verification	16/09/2025
Reporting period	01/01/2024 — 31/12/2024
Assurance level	Reasonable assurance
Materiality level	5%
GHG types covered	CO ₂ , CH ₄ , N ₂ O, HFCs

National Climate Law

Goldair Cargo, in line with modern requirements for sustainable development and environmental protection, compiles and submits its Carbon Footprint Report in compliance with the obligations arising from the Greek National Climate Law (Law 4936/2022) based on ISO 14064-1 and GHG Protocol. The company falls under Article 20 of the National Climate Law and prepares its Carbon Footprint Report accordingly. For the 2025 reporting year, the official emission factors are issued by the Ministry of Environment and Energy (ΥΠΕΝ) in July 2026, and the independent verification of the 2025 inventory is therefore carried out by October 2026; consequently, the 2025 emissions and energy consumption data are being monitored and will be published in the next issue of this report.

Under Article 20, Goldair Cargo S.A. is not subject to a mandatory carbon footprint reduction target. Nevertheless, the company voluntarily aligns itself with the more ambitious benchmark set for Article 19 obligated entities and commits to a **30% reduction in the carbon intensity of its operations — expressed as Scope 1 and 2 GHG emissions per unit of total energy consumed (tonnes CO₂ equivalent per MWh) — by 2030, against the independently verified base year 2022**. Progress towards this target is monitored annually and verified under ISO 14064-1. This voluntary commitment reflects Goldair Cargo's proactive approach to climate action and its determination to go beyond its statutory obligations in support of the national decarbonisation effort.

As a leading company in the logistics and transportation sector in Greece, Goldair Cargo fully recognizes its responsibility in addressing climate change. Through this comprehensive reporting process, the company:

- Measures and analyzes with precision its direct and indirect greenhouse gas (GHG) emissions (Scope 1, 2) resulting from its corporate operations.
- Sets clear, measurable targets for the gradual reduction of its carbon footprint, actively contributing to the national and European goal of achieving climate neutrality by 2050.
- Invests in the green transition by adopting sustainable logistics practices, optimizing transport routes, and improving the energy efficiency of its warehousing and office facilities.

Carbon targets 2030

- Maintain annual ISO 14064-1 verification of Scope 1 & 2 emissions
- Reduce Scope 1 + 2 carbon intensity by 30% by 2030 versus the 2022 verified baseline (tonnes CO₂e per MWh of total energy consumed)
- Complete a Scope 3 screening exercise to identify material categories for future inclusion
- Publicly communicate GHG performance through the annual sustainability report

Carbon intensity trend — Scope 1 + 2 per unit of total energy

Year	Total energy (MWh)	Scope 1 + 2 (tCO ₂ e)	Carbon intensity (tCO ₂ e/MWh)	Change vs 2022
2022 (base)	1,995.3	971.926	0.487	—
2023	1,763.6	821.346	0.466	-4.4%
2024	1,811.7	661.230	0.365	-25.1%
<i>2025</i>	<i>Monitored — under verification (October 2026); to be published in the next issue</i>			
2030 target	-30% vs 2022 intensity		0.341	-30.0%

Carbon intensity = verified Scope 1 + 2 emissions (ISO 14064-1, TÜV Austria Hellas) per unit of total energy consumed across all operations. Total energy converted from GJ to MWh (1 GJ = 277.778 kWh). The 2025 figures are monitored pending the YΠEN emission factors (July 2026) and verification (October 2026).

12 Trainings

Training at Goldair Cargo S.A. is continuous. A variety of trainings that include important inputs for environmental management, occupational health & safety, business ethics and operational excellence are organized every year. Through this systematic investment in human capital, the company contributes to SDG 8, SDG 11, SDG 12 and SDG 3.

40 hrs Average training hours per employee in 2024	808,008 Total worked hours 2025	10+ Formal training programmes delivered
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Training programme 2025

Subject	Time period	Institution / Trainer
Anti-corruption & Business Ethics Awareness — annual refresher	Q1 2025	Internal — Compliance Officer
Dangerous Goods Regulations (IATA/ADR refresher)	February 2025	Hellenic Air Training Services
Food Hygiene and Safety Rules (HACCP refresh)	March 2025	Nestor Consulting
Stress Management & Time Management	March 2025	External coach
Customs Procedures Update	April 2025	AHK / IAPR
ISO 45001:2018 — Health & Safety system implementation	Q2 2025	External certified trainer
Airside Safety, Human Factors & SMS	July 2025	External trainer
ISO 22000:2018 & ISO 9001 Internal Audit	October 2025	Nestor Consulting
Whistleblower Procedure (revised) — all-staff briefing	December 2025	Internal — RMO
Information Security Awareness (ISO 27001 renewal)	Q4 2025	Internal IT / External consultant
SEDEX/SMETA framework awareness	Q4 2025	Internal — Compliance Officer

13 Certifications & external verifications

In 2025, Goldair Cargo S.A. expanded its certification framework with two major additions and one external verification. The full list of international standards and verifications held by the company is:

Standard / Verification	Description	Status
ISO 9001:2015	Quality Management System	Active
ISO 14001:2015	Environmental Management System	Active
ISO 22000:2018	Food Safety Management System	Active
ISO 13485:2016	Quality Management for Medical Devices	Active
ISO 45001:2018	Occupational Health & Safety Management	NEW 2025
ISO 27001:2022	Information Security Management	Renewed 2025
ISO 14064-1:2018	GHG Inventory verified by TÜV Austria	Yearly renewed 2025
Good Distribution Practice (GDP)	For Medicinal Products for Human Use	Active
Certificate (MD 1348)	Good Practice for Distribution of Medical Devices	Active
SEDEX / SMETA Audit	On-site social audit (one facility)	Completed / NEW

14 SEDEX / SMETA Social Audit

In 2025, Goldair Cargo S.A. underwent an on-site social audit at one of its facilities, conducted under the SEDEX Members Ethical Trade Audit (SMETA) framework. SMETA is one of the most widely used social audit methodologies globally, used by suppliers and customers to assess working conditions, ethics and health & safety performance.

Audit scope

The SMETA audit assessed the facility against the four pillars of the SEDEX framework:

- Labour standards (working hours, wages, freedom of association, child labour, forced labour, discrimination)
- Health & Safety (workplace safety, emergency preparedness, employee well-being)
- Environment (compliance with environmental regulations)
- Business ethics (anti-bribery, transparency, grievance mechanisms)

Why SMETA matters

Independent third-party verification of social practices

The completion of a SMETA audit provides external, independent assurance that Goldair Cargo's social practices meet internationally recognized standards. The audit findings are shared transparently with customers and partners through the SEDEX platform, demonstrating commitment to ethical operations and continuous improvement.

Linkage to internal management system

Following the SMETA audit, Goldair Cargo issued procedure ΔΙΑΧ.16 "Social Responsibility Issues" (01/12/2025), which formalizes the company's approach to all SEDEX pillars and integrates the SMETA framework into the management system. This ensures that social responsibility practices are systematically maintained and continuously improved across all facilities.

Next steps

- Address any findings identified during the audit through corrective action plans
- Extend SMETA audit coverage to additional facilities in 2026
- Annual review of compliance against all four SEDEX pillars

15 CSR Actions

Goldair Cargo supports individuals and non-profit organizations in need. The 2025 CSR programme continued the company's long-standing commitment to community support:

- Humanitarian aid contributions to international relief efforts
- Donations to Make-A-Wish Greece
- Local community support and assistance in cases of natural disasters in Greece
- Employee participation in voluntary actions

16 Memberships

Goldair Cargo S.A. actively participates in a number of professional organizations, associations and institutions:

Abbreviation	Organization
IFFAG&L	Association of International Freight Forwarders & Logistics Enterprises of Greece
SEV	Hellenic Federation of Enterprises
SETE	Greek Tourism Confederation
AHK	Greek-German Chamber of Commerce & Industry
ACCI	Athens Chamber of Commerce and Industry
IATA	International Air Transport Association
SEDEX	Supplier Ethical Data Exchange (since 2025)



IFFAG&L
(Association of
International Freight
Forwarders & Logistics
Enterprises of Greece)



SEV
(Hellenic Federation of
Enterprises)



SETE
(Greek Tourism
Confederation)



AHK
(Greek-German Chamber of
Commerce & Industry)



ACCI
(Athens Chamber of
Commerce and Industry)



IATA
(International Air Transport
Association)

Annex — Social & Suppliers KPIs

The following indicators are monitored in the context of the Human Rights KPI Report evaluation and the company's continuous improvement framework:

Indicator	2025 data
Number of employees	358
Number of male	148
Number of female	210
Male in corporate position	12
Female in corporate position	4
Percentage of women in organization	58,6%
Percentage of women at top management level / board	25%
Average hours of training per employee	40
Average male wages (€/month)	1.837,83 €
Average female wages (€/month)	1.313,82 €
Average unadjusted gender pay gap	29%
Percentage of employees from minority vulnerable groups	0%
Percentage of minority vulnerable groups at top management	0%
Number of worked hours	808.008
Number of work-related ill health cases	0
Corruption and fraud cases	0
Number of reports related to whistleblower procedure	0
Number of confirmed corruption incidents	0
Number of confirmed information security incidents	0
% of targeted suppliers who have signed the Suppliers Code of Conduct	100%
% of targeted suppliers with contracts including environmental, labour and human rights clauses	100%



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