

ECS Corporate NV and its subsidiaries provides European (incl. UK) multimodal transport of packed cargo, crossdocking and supply chain integrated management.

With this policy, ECS wants to take responsibility, in a *Corporate Social Responsible* manner, towards the quality, environment, health, safety and (Information) security of all our employees, customers, contractors, our direct environment and the communities in which we do business, for as long as ECS has an impact or influence.

ECS commits:

- to comply with customer expectations to enhance customer satisfaction;
- to comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice, as well as client and other requirements by establishing and maintaining the relevant and effective management systems;
- to comply with the United Nations Guiding Principles on Business and Human Rights; taking our responsibilities towards human rights, labor (e.g. forced labor, modern slavery, child labor), the environment and anti-corruption;
- to contribute to a sustainable development of society and protection of the environment by providing sustainable and reliable logistic solutions. We take into account potential environmental nuisance and pay attention to sustainability in every business decision. Furthermore, we are committed to taking the necessary actions in the context of climate change and we continue to strive to reduce our CO₂ emissions;
- to identify all strategic, operational, QESH, ESG & Information Security aspects and hazards associated with our past, current and future activities and ensuring commitment to prevent risks and/or minimize the impact of the strategic, operational, QESH, ESG & Information Security risks for the continuity of our business, safety, security and well-being of our employees, customers, suppliers, services & products, facilities, environment and communities in which we do business;
- to provide all employees with the skills and training required for their function and encourage personal development in order to maximize personal growth and competences, pursuing an inclusive and sustainable culture with a view to stable, safe, secure, comfortable and healthy environment;
- to encourage all employees to be actively involved in the Behavior Based Safety Program, Food Safety Culture and Information Security awareness. This by making them accountable and encouraging them to take responsibility to continuously improve the performance of the company's quality, environmental, safety, health and (Information) security and systems, and uphold the ECS values;
- to ensure the confidentiality, integrity and availability of information assets and services we provide, and to protect against cyber security threats and data breaches.

This Policy is issued by the Executive Committee. It is the responsibility of the Executive Committee that the above commitments are aligned with the ECS business strategy, culture and organization and communicated to all levels and departments of the organization by means of information sessions, publication on the intranet, SharePoint and bulletin boards. Annual review of this policy, goals and targets thereof, takes place during the strategy update session and the yearly QESH & Information Security management review.

The Executive Committee fully supports the management systems and assigns the necessary technical, financial and human resources to implement, maintain and support them. Senior management shall lead by example and continuously motivate all employees to adhere to this policy.

On behalf of the Executive Committee,

28/10/25



Richard de Haas – CEO ECS