EVERWEST

SUSTAINABILITY REPORT 2024

EVERWEST GROUP

CONTENT

Introduction 3

1. About Us 4
Sustainability vision, mission and values 5
Company Overview 6
About the Company 7
Sustainability Commitment 8
Organizational Structure 9

2. Sustainability Management System 10
Strategy and Policy 11
Organizational Responsibility 12
Certifications and Standards 13
Risk Management 13

3. Strategic Sustainability KPIs 14

4. Long-term Strategic Goals 17

5. Progress on Sustainability Goals 01/01/2024 – 31/12/2024 19

6. GHG Reduction Strategy and Monitoring Indicators 22
GHG Management Strategy 24
Implementation and Monitoring Mechanisms 25
Work Completed and Achievements (2024-01-01 / 2024-12-31) 26

7. Water Consumption Reduction Strategy and Indicators (Renewable Sources) 27
Water Management Strategy 29
Implementation and Monitoring Mechanisms 29
Work Completed and Achievements (2024-01-01 / 2024-12-31) 30

8. Social responsibility 31
Social Responsibility Strategy 33
Implementation and Monitoring 34
Achievements – Social Responsibility 35

9. Good governance 36
Good Governance Strategy 38
Implementation and Monitoring 39
Achievements – Good Governance 40

10. Goals for 2025-01-01/2025-12-31 41

11. Final word 43

EVERWEST

INTRODUCTION

Pavel Kveten
CEO Everwest Group

With 26 years of expertise in the road freight transportation industry, Everwest Group is a leading logistics company operating across Europe, the CIS, and China. We manage a fleet of more than 2,100 modern trucks, supported by a team of 2,500 employees.

As we continue to expand our operations into new regions, we remain committed to implementing innovative and environmentally responsible logistics solutions that strengthen our market position and contribute to a more sustainable future.

Sustainability is at the core of Everwest Group's business strategy. We strive to minimize our environmental impact, ensure fair and safe working conditions, and uphold the highest ethical standards in all aspects of our operations. Our activities are guided by the Fundamental Principles of Rights at Work, the ILO Declaration, the Ten Principles of the UN Global Compact, and the International Bill of Human Rights.

This Sustainability Report reflects our ongoing efforts to integrate economic performance, environmental stewardship, and social responsibility into every level of our organization. It outlines our progress, challenges, and future goals as we work together with our employees, partners, and clients to build a resilient and sustainable logistics network for generations to come.

EVERWEST

ABOUT US

1

SUSTAINABILITY VISION, MISSION AND VALUES

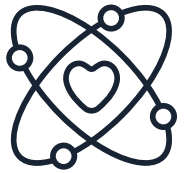
Vision

“To be the most reliable logistics partner, delivering goods efficiently while actively contributing to environmental preservation, employee well-being, and responsible supply chain management. We aim for our operations to be environmentally neutral and to promote sustainable business practices across all our activities.”

Mission

“To provide top-quality logistics services while upholding environmental, social, and business ethics standards. We are committed to:

1. Continuously reducing CO_2 emissions and conserving resources, optimize energy consumption, improve waste management practices, and enhance resource efficiency.
2. Ensuring safe, fair, and motivating working conditions for all employees.
3. Collaborating with suppliers and partners to promote sustainable practices throughout the supply chain.
4. Adhering to the highest standards of business ethics and transparency across the organization.”



Values

1. Sustainability – Our decisions always consider environmental, social, and economic balance.
2. Responsibility – We take responsibility for our actions, employees, and suppliers.
3. Safety – We ensure a safe working environment and responsible cargo handling.
4. Transparency – We disclose information about performance and goals honestly.
5. Collaboration – We strive for long-term, sustainable relationships with clients, suppliers, and employees.

Reporting Period: 01 January 2024 – 31 December 2024

Geographical Coverage: This report covers the entire operations of Everwest, including all offices, warehouses, branches, and subsidiaries across all countries where the company operates.

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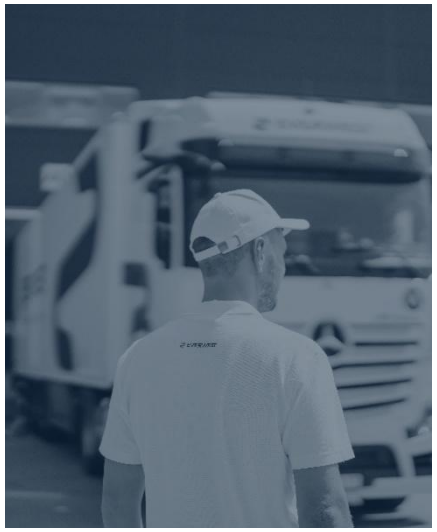
COMPANY OVERVIEW

Name:
Everwest UAB

Company Code:
300569015

VAT Number:
LT100005407518

Established:
May 18, 2006



Total Employees:
Approximately **320**

Revenue (2024):
EUR 307.9 million

Net Profit (2024):
EUR 2.63 million

Share Capital:
EUR 2,534

Address:
Laisvės pr. 36, LT-04318 Vilnius, Lithuania

CEO:
Pavel Kveten

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ABOUT THE COMPANY

Everwest UAB is an international logistics company specializing in freight transport services across Europe, CIS countries, and Asia.

The company operates more than 2,100 trucks and provides services across multiple industries, including pharmaceuticals, perishable goods, industrial products, excise goods, and high-value cargo. Everwest also offers intermodal transport solutions and warehousing services.

The company operates not only in Lithuania but also in Poland, Germany, Latvia, Estonia, Kazakhstan, Uzbekistan, and China.

SUSTAINABILITY COMMITMENT

Everwest aims to be a reliable logistics partner that not only delivers cargo efficiently but also actively contributes to **environmental protection, employee well-being, and responsible supply chain management.**

The company is committed to:

- Continuously reduce CO_2 emissions, optimize energy consumption, improve waste management practices, and enhance resource efficiency,
- Ensuring safe and fair working conditions,
- Collaborating with suppliers to promote sustainable practices,
- Upholding the highest standards of business ethics.

EVERWEST

ORGANIZATIONAL STRUCTURE

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SUSTAINABILITY MANAGEMENT SYSTEM

2

STRATEGY AND POLICY

Everwest's sustainability strategy is built around four key pillars: Environmental Management, Labor & Human Rights, Business Ethics, and Sustainable Procurement. The company has formal policies in place to guide actions in each area and ensure consistent implementation across all operations.

In addition, Everwest is guided by clearly defined sustainability goals, aligned with the United Nations Sustainable Development Goals (SDGs), particularly those related to good health and well-being (SDG 3), reduced inequalities (SDG 10), sustainable cities and communities (SDG 11), climate action (SDG 13), affordable and clean energy (SDG 7), decent work and economic growth (SDG 8), responsible consumption and production (SDG 12), and partnerships for the goals (SDG 17). These policies and goals are reviewed and updated regularly to align with evolving regulations, industry best practices, and stakeholder expectations.

Code of Conduct

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ORGANIZATIONAL RESPONSIBILITY

Responsibility for sustainability is clearly assigned across departments:

Human Resources (HR)
Employee well-being, labor rights, training, and health & safety programs.

Quality and Legal Department
Continuously reduce CO_2 emissions, optimize energy consumption, improve waste management practices, and enhance resource efficiency, including subcontractor and supplier audits. The Quality and Legal Department is responsible for the overall sustainability strategy, reporting, stakeholder engagement, business ethics, code of conduct, anti-corruption measures, and ESG risk assessment.

Procurement Department
Sustainable procurement practices, supplier engagement.

All departments collaborate to ensure company-wide deployment of sustainability initiatives.

CERTIFICATIONS AND STANDARDS

Everwest adheres to recognized international standards to ensure credibility and effectiveness of its sustainability system:

- ISO 14001 – Environmental Management System

  2025-08-11 DNV External Audit – 0 Non-conformities.
- ISO 9001 - Quality Management Systems – Requirements
- EcoVadis 2024-11, points 46/100 - Commitment Badge

Everwest is committed to achieving formal accreditation for the following standards:

- ISO 45001 – Occupational Health & Safety

The goal is to obtain full accreditation for both standards by January 2026, ensuring that our operations meet internationally recognized benchmarks for workplace safety and social responsibility.

RISK MANAGEMENT

Everwest conducts regular risk assessments to identify, evaluate, and mitigate environmental, labor, and ethics-related risks. This includes:

- Environmental risks: CO_2 emissions, energy consumption, waste management, and resource efficiency.
- Labor risks: workplace safety, employee rights, and compliance with labor laws.
- Ethics risks: corruption, business conduct, and supplier compliance.

Corrective and preventive actions are defined based on assessment results to continuously improve company performance and ensure compliance with policies and standards.

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STRATEGIC SUSTAINABILITY KPI'S

3

STRATEGIC SUSTAINABILITY KPIS

	Environmental Responsibility	Social Responsibility	Good Governance
	• Reduction of emissions and pollution • Sustainable use of natural resources • Implementation of climate- and environment-friendly technologies	• Ethical employment practices and accountability • Responsibility for business activities and impacts • Active engagement and collaboration with stakeholders	• Transparent decision-making and governance • Efficient use of resources
Strategic Objectives	**We will reduce** greenhouse gas emissions by meeting short-term reduction targets and pursuing our long-term commitment to achieve net-zero emissions by 2050, while also optimizing energy consumption, improving waste management practices, and enhancing resource efficiency.	**We will ensure** ethical employment through a strong focus on employee health and safety, continuous competence development, well-being, and social dialogue. **We will drive** positive impact in partnership with local communities through ongoing communication and sustainable initiatives. **We will foster** a sustainable working environment across our entire value chain.	**We will act** as a collaborative and reliable partner throughout the supply chain, leveraging innovation and new technologies to address shared challenges.

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Net Zero Strategy Objective – to balance greenhouse gas (GHG) emissions released into the atmosphere by removing or compensating, in line with requirements, no more than 10% of the total remaining emissions.

The strategy will focus on reducing GHG emissions through various measures, such as improving energy efficiency, increasing the use of renewable energy sources, fostering sustainable organizational development, and building sustainable partnerships with suppliers and contractors, among others.

The organization's long-term vision and ambitious goal is to achieve Net Zero status by 2050. This journey will include setting and meeting interim short- and long-term greenhouse gas (GHG) reduction targets.

In the meantime, Everwest is committed to reducing GHG emissions across all three scopes (Scope 1, Scope 2, and Scope 3). To achieve these goals, the organization plans to actively involve its suppliers and subcontractors in the emissions reduction process.

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LONG-TERM STRATEGIC GOALS

4

LONG-TERM STRATEGIC GOALS

Area	Theme	Objectives to Achieve Long-Term Strategic Goals	Target Indicator by 2050
ENVIRONMENT	**Reduction of emissions and pollution**	Reduce absolute Scope 1, 2, and 3 GHG emissions	≥90% vs. 2023 baseline (1.5°C scenario), % All electricity is renewable (Scope 2), %
		Optimize energy consumption and resource efficiency	By 2050, Everwest aims to achieve net-zero greenhouse gas emissions across all operations by maximizing energy and resource efficiency, expanding intermodal transport, and adopting hydrogen and other low-carbon fuels as infrastructure and client requirements allow.
	Sustainable use of natural resources	Gradually reduce electricity and water consumption per unit of operation	Minimized resource consumption per unit of operation
		Gradually increase sorted and recycled waste percentage	100% of recyclable waste properly sorted and recycled
	Implementation of climate- and environment-friendly technologies	Increase share of electricity consumption from renewable energy	100 %
		Increase percentage of company fleet using low-emission or electric vehicles	65 %
SOCIAL RESPONSABILITY	**Ethical employment practices and accountability**	Ensure gender pay gap compliance	≤5% by job level
		Zero cases of unequal opportunities, discrimination, psychological harassment, or human rights violations	0 units
		Zero workplace accidents among employees	0 units
		Increase percentage of employees receiving training	100 %
		Maintain voluntary employee turnover at sustainable levels	≤ 12 %
	Responsibility for business activities and impacts. Active engagement and collaboration with stakeholders	Maintain strong engagement with local communities and employees through sustainability initiatives	Active engagement in long-term community and employee projects
GOOD GOVERNANCE	**Transparent decision-making and governance**	Zero non-compliance cases with applicable laws causing negative impacts	0 units
		Increase share of women in senior management positions	≥50% (progressive target by 2050)
		Maintain highest anti-corruption rating	100 %
	Efficient use of resources	Ensure the organization's cybersecurity maturity level, ensuring that significant cybersecurity and physical security incidents are minimized.	1000/1000
		Increase company's risk management maturity level	100 %
		Maintain 100% renewed certifications for quality standards	100 %

PROGRESS ON SUSTAINABILITY GOALS

2024/01/01 – 2024/12/31

5

PROGRESS ON SUSTAINABILITY GOALS 01/01/2024 – 31/12/2024

Area	Theme	One-Year KPI (2024-01-01/2024-12-31)	Results 2023-01-01/2023-12-31	Target Value	Result
ENVIRONMENT	Emission and pollution reduction	Reduce absolute Scope 1, 2, and 3 GHG emissions vs. 2023 baseline	**Scope 1**: 126,77 t CO_2e	-3 %	139,76 t CO_2e
			Scope 2: Location-based 471 195 t CO_2e; market-based 100 % renewable energy*	-3 %	Location-based 492 395 t CO_2; market-based 100 % renewable energy*
			Scope 3: 61 256,975 t CO_2e	-3 %	61 257,5 t CO_2e
	Energy and resource efficiency	Reduce electricity consumption per unit of operation	All electricity consumed is sourced from renewable energy (100 %).	100 %	100 %
		Reduce water consumption per unit of operation	8838 m^3	No more than 10 000 m^3	9146 m^3
	Waste reduction and recycling	Increase share of sorted waste	100 %	100 %	100 %
		Increase share of recycled waste	100 %	100 %	100 %
	Climate-friendly technologies	Increase share of electricity consumption from renewable energy	100 %	100 %	100 %
		Upgrade company fleet with low-emission or electric vehicles	5 %	5 %	1 %

*Scope 2 emissions were calculated using both methods. The location-based emissions reflect the carbon intensity of the local grid, while the market-based emissions are zero, as all electricity consumed is covered by renewable energy guarantees of origin.

Continued >

PROGRESS ON SUSTAINABILITY GOALS 01/01/2024 – 31/12/2024

Area	Theme	One-Year KPI (2024-01-01/2024-12-31)	Results 2023-01-01/2023-12-31	Target Value	Result
SOCIAL RESPONSABILITY	Ethical practices and accountability	Assess and ensure gender pay gap compliance	Ensure that the pay gap between different genders in the same job position does not exceed 5%.	≤5 % gap	≤5 % gap
		Equal opportunities for both men and women to work	42,4 % Male employees; 57,6 % Female employees	50 % Male Employees; 50 % Female Employees	50 % Male Employees; 50 % Female Employees
		Zero cases of discrimination, harassment, or human rights violations	0	0	0
		Zero workplace accidents	0	0	0
		Increase percentage of employees receiving training	68 %	≥ 70 %	84 %
		Maintain voluntary employee turnover	No data	42,09 %	42,09 %
	Responsibility for impacts	Implement at least 1 community or employee sustainability initiative	35 initiatives	At least 20 initiatives	20 initiatives
GOOD GOVERNENCE	Transparent governance	Zero cases of legal non-compliance causing negative impact	0	0	0
		Increase share of women in management positions (all levels of managemet positions)	41 % Female managers; 59 % Male managers	+2 % vs. 2023	33,3 % Female managers; 66,7 % Male managers
	Anti-corruption	Maintain anti-corruption score	94 %	96 %	94 %
	Cyber and physical security	Ensure the organization's cybersecurity maturity level, ensuring that significant cybersecurity and physical security incidents are minimized.	811/1000	811/1000	811/1000
	Risk management	Increase company's risk management maturity level	84 %	84 %	84 %
	Quality certifications	Ensure 100% renewed certifications (ISO, TAPA, GDP, etc.)	100 %	100 %	100 %

GHG REDUCTION STRATEGY AND MONITORING INDICATORS

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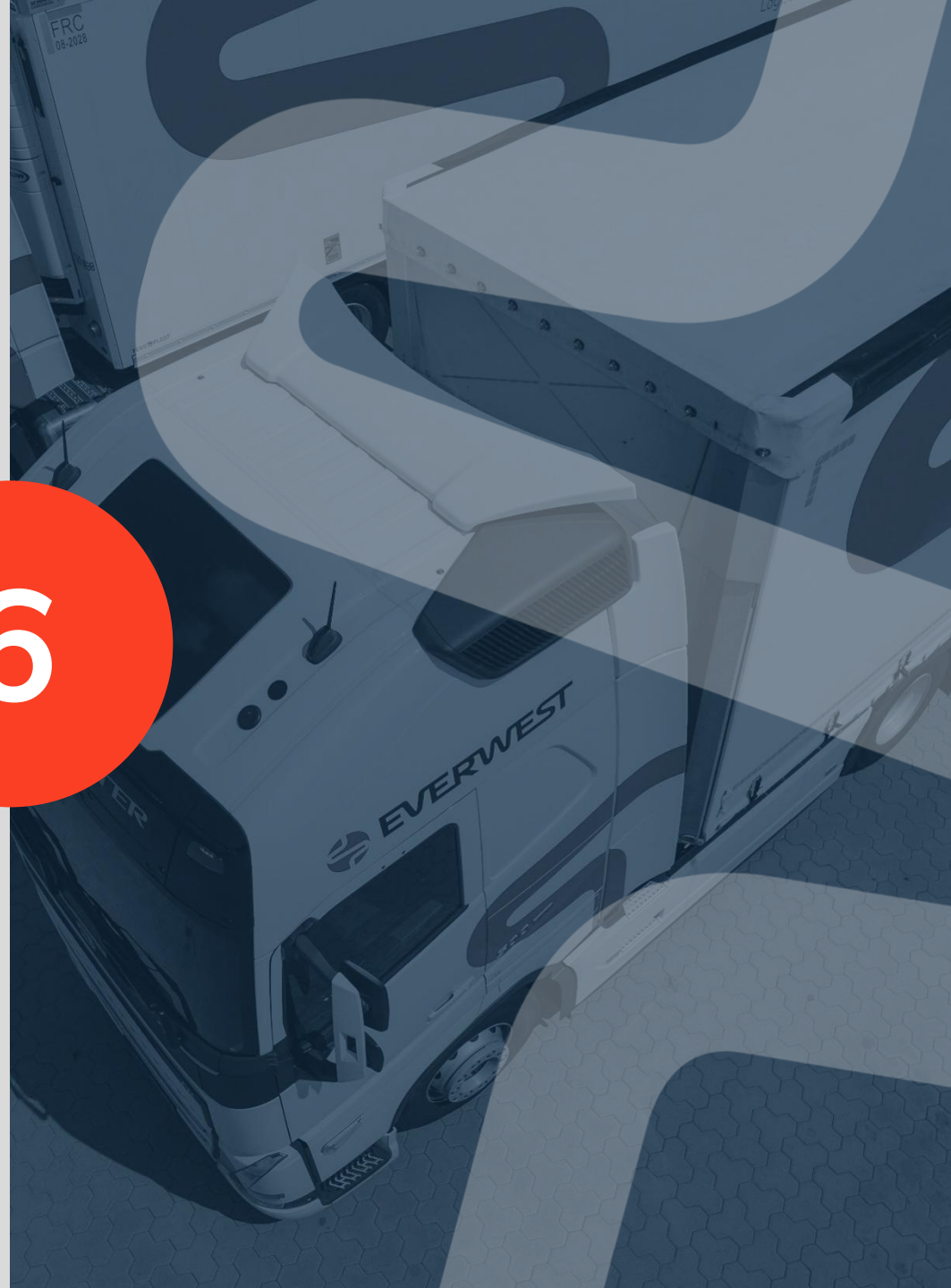

GHG REDUCTION STRATEGY AND MONITORING INDICATORS

Greenhouse gas (GHG) emissions are classified into three categories (scopes) based on their source and the company's level of control:

Scope 1 – Direct emissions (emissions that occur directly from activities controlled by the company).

The company itself burns fuel or uses processes that emit GHG.

Scope 1 – Everwest: Fuel combustion in company vehicles (e.g., company cars).

Scope 2 – Indirect energy emissions (emissions associated with the production of purchased electricity, heat, or cooling).

These emissions occur at the energy provider rather than within the company, but they are attributed to the company because it consumes this energy.

Scope 2 – Everwest:

- Electricity consumed for office lighting.
- Electricity used for warehouse cooling.
- Purchased heat for centralized heating.

Scope 3 – Other indirect value chain emissions (all other indirect emissions resulting from the company's activities but occurring outside the company's boundaries – including both the supply chain and the use or end-of-life stages of products). These often represent the largest portion of a company's emissions.

Scope 3 – Everwest: (15 categories according to the GHG Protocol)

- CAT 5 (Waste generated in operations)
- CAT 6 (Business travel)
- CAT 7 (Employee commuting)

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GHG MANAGEMENT STRATEGY

Long-term KPI (2050): ≥90 % absolute reduction of Scope 1, 2, and 3 emissions compared to the 2023 baseline (aligned with the 1.5 °C scenario).

Scope 1 – Direct emissions (transport, fuel combustion, company processes)

Measures:

- Gradually transition to lower-emission fuels (e.g., biogas, HVO, electricity, hybrids).
- Fuel-saving and eco-driving training for drivers.
- Regularly upgrade the vehicle fleet to modern, lower-emission vehicles.

Short-term KPI contribution (–3 %): reduce fuel consumption through efficient route planning, upgrade the vehicle fleet and eco-driving practices (employee training).

Scope 2 – Indirect emissions (purchased electricity, heat, cooling)

Measures:

- Increase energy efficiency (LED lighting, installation of smart control systems, improved warehouse insulation).
- Modernize heating and cooling systems to reduce energy demand.

Short-term KPI contribution: purchase all of electricity from renewable sources already in 2024.

Scope 3 – Other indirect emissions (supply chain, waste, travel)

Measures:

- Waste reduction (CAT 5): implement a waste sorting policy, increase the proportion of recyclable waste, and educate employees on proper waste segregation.
- Business travel (CAT 6): encourage remote meetings where possible, and choose lower-impact travel options (e.g., trains instead of flights).
- Employee commuting (CAT 7): promote carpooling, cycling, and the use of public transport.
- Supply chain: collaborate with suppliers to ensure low-impact materials and services, and require GHG (CO_2e) reporting from key partners.

- Logistics: select at least part of subcontractors who already use alternative fuels or green energy, start collecting emissions data from key subcontractors, and include this information in supplier selection criteria.

Short-term KPI contribution (–3 %):

- Reduce overall business travel emissions intensity through trip consolidation and the selection of sustainable transport options.
- Implement an internal travel policy (e.g., reduce short trips, combine multiple meetings into one visit).
- Encourage employees to choose lower-impact transport for daily commuting.
- Monitor and evaluate subcontractors' sustainability performance.

IMPLEMENTATION AND MONITORING MECHANISMS

- Annual GHG inventory reviews in accordance with the GHG Protocol.
- Employee engagement through training and communication on targets and their importance.
- Regular reporting of progress to management and relevant stakeholders.

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GHG REDUCTION FORECAST

Area	Theme	2023	2024	2025	2026	2030	2035	2040	2045	2050
ENVIRONMENT	Scope 1	126,77 t CO_2e	139,76 t CO_2e	-5 %	-10 %	-50 %	-60 %	- 70 %	-80 %	-90 %
	Scope 2	Location-based 471 195 t CO_2e; market-based 100 % renewable energy	Location-based 492 395 t CO_2; market-based 100 % renewable energy	100 % renewable energy	100 % renewable energy	100 % renewable energy	100 % renewable energy	100 % renewable energy	100 % renewable energy	100 % renewable energy
	Scope 3	61 256,975 t CO_2e	61 257,5 t CO_2e	-5 %	-10 %	-35 %	-50 %	-70 %	-80 %	-90 %

*Scope 2 emissions were calculated using both methods. The location-based emissions reflect the carbon intensity of the local grid, while the market-based emissions are zero, as all electricity consumed is covered by renewable energy guarantees of origin.

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WORK COMPLETED AND ACHIEVEMENTS (2024-01-01 / 2024-12-31)

- Conducted the annual GHG inventory review according to the GHG Protocol.
- Implemented fuel-efficient driving training for drivers, contributing to Scope 3 emissions reduction.
- Improved energy efficiency in office installed LED lighting, smart control systems.
- Began purchasing all electricity needed from renewable sources to reduce Scope 2 emissions.
- Conducted employee training on waste sorting principles (Scope 3, Category 5).
- Provided training on sustainable travel practices to optimize business travel planning and encourage lower-impact mobility choices (Scope 3, Category 6).
- Promoted sustainable commuting practices among employees, including carpooling, cycling, and public transport (Scope 3, CAT 7).
- Initiated supplier assessments on environmental and sustainability criteria to ensure responsible practices across the value chain.
- Developed and implemented a sustainable procurement policy to integrate environmental and social considerations into purchasing decisions.

WATER CONSUMPTION REDUCTION STRATEGY AND INDICATORS (RENEWABLE SOURCES)

7

Water waste is the unnecessary or inefficient use of water, which leads to rapid depletion of this vital resource. Improper water usage can result in financial losses for the company, higher operational costs, and negative environmental impacts.

By reducing water waste, an organization can:

- conserve resources and lower costs,
- contribute to environmental protection and sustainable resource use,
- enhance its reputation as a responsible and sustainable business.

Effective water management is an essential part of a sustainability strategy and helps ensure that water resources remain available in the long term.

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WATER MANAGEMENT STRATEGY

Long-term KPI (2050): Gradually reduce electricity and water consumption per unit of operation.

Everwest can monitor and reduce water waste mainly in daily operations and through its supply chain. Key areas include:

1. Daily Office and Warehouse Operations

- Automatic faucets and water-saving devices: continuously monitor for leaks or malfunctions.
- Sanitary facilities: handwashing, kitchen use (e.g., coffee machines, dishwashers).
- Warehouse cleaning: use efficient washing systems to minimize water consumption.

2. Supply Chain and Service Providers

- Washing and other services: collaborate only with providers that use water efficiently.
- Supplier commitments: request water usage data and encourage water-saving technologies.

IMPLEMENTATION AND MONITORING MECHANISMS

- Water meters: track consumption in offices, warehouses, and equipment in real time.
- KPI tracking: analyze water usage monthly or quarterly.
- Employee engagement: inform staff about consumption levels and water-saving opportunities.

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WORK COMPLETED AND ACHIEVEMENTS (2024-01-01 / 2024-12-31)

- Conducted a baseline assessment of water consumption in Everwest.
- Installed or maintained automatic faucets and water-saving devices to prevent leaks and reduce unnecessary usage.
- Implemented employee awareness initiatives about responsible water use (e.g., reminders in kitchens and bathrooms).

SOCIAL RESPONSIBILITY

8

Everwest is committed to fostering a safe, fair, and inclusive workplace while actively contributing to the broader community. Our social responsibility KPIs guide our efforts to uphold ethical practices, employee well-being, and positive societal impact.

Long-term KPI:

- Maintain ethical practices and accountability with a gender pay gap ≤5 %,
- zero cases of discrimination, harassment, or human rights violations,
- zero workplace accidents,
- 100 % of employees receiving training,
- voluntary turnover ≤12 %,
- and implement at least one community or employee sustainability initiative annually.

SOCIAL RESPONSIBILITY STRATEGY

To achieve the defined KPIs, Everwest focuses on three main strategic pillars:

1. Ethical Practices and Accountability

- Implement comprehensive policies on diversity, equity, and inclusion.
- Conduct regular audits and reporting on pay equity and workplace behavior.
- Provide channels for confidential reporting of misconduct and ensure prompt investigation.

2. Employee Development and Engagement

- Deliver regular training programs covering ethics, compliance, safety, and professional skills.
- Promote employee well-being initiatives to maintain low voluntary turnover.
- Monitor engagement and satisfaction, using feedback to improve workplace culture.

3. Responsibility for Impacts

- Initiate community or employee-focused sustainability projects annually.
- Encourage employee participation in social initiatives to strengthen engagement and societal impact.
- Track and report outcomes of these initiatives to inform continuous improvement.

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IMPLEMENTATION AND MONITORING

Everwest ensures the effective implementation and monitoring of social responsibility initiatives through a structured approach:

1. Policy Implementation	• Enforce ethics, diversity, equity, and safety policies across all operations. • Integrate social responsibility objectives into departmental plans and individual performance goals.
2. Training and Awareness	• Conduct regular employee training on ethical practices, workplace safety, human rights, and professional development. • Communicate KPIs, targets, and progress regularly to staff to reinforce engagement.
3. Monitoring and Reporting	• Track KPI performance on a quarterly basis (gender pay gap, incidents of discrimination or harassment, training coverage, turnover rates). • Record and investigate any workplace incidents immediately to ensure zero tolerance for violations. • Monitor progress on community or employee sustainability initiatives, documenting outcomes and lessons learned.
4. Stakeholder Communication	• Report progress to management and relevant stakeholders regularly. • Use monitoring results to inform continuous improvement in policies and initiatives.

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ACHIEVEMENTS – SOCIAL RESPONSIBILITY

Period:
2024-101-01 /
2024-12-31

Achieved zero cases of discrimination, harassment, or human rights violations.

Recorded zero workplace accidents.

70%

Increased the percentage of employees receiving training to ≥70 %.

Theme	Description	KPI	Achievements
Ethical practices and accountability	Assess and ensure gender pay gap compliance	<5 % gap	<5 % gap
	Zero cases of discrimination, harassment, or human rights violations	0	0
	Zero workplace accidents	0	0
	Increase percentage of employees receiving training	≥70 %	84 %
	Maintain voluntary employee turnover	≤12 % (strategic KPI 2050)	42,09 %
Responsibility for impacts	Implement at least 1 community or employee sustainability initiative	1 project/initaitive	20 initiatives

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GOOD GOVERNANCE

9

Good governance is essential for building trust, ensuring transparency, and maintaining the long-term sustainability of any organization. By adhering to ethical practices, complying with applicable laws, and implementing robust risk management, Everwest safeguards its reputation and minimizes potential legal, financial, and operational risks.

Promoting diversity in leadership, maintaining high anti-corruption standards, and ensuring effective cybersecurity and physical security measures not only strengthen internal controls but also enhance stakeholder confidence. Additionally, upholding quality standards and continuously improving governance processes supports operational excellence and sustainable growth.

Good governance is therefore the foundation for responsible decision-making, accountability, and the long-term success of the company.

Long-term KPI (Good Governance):

- Ensure zero non-compliance cases with applicable laws,
- increase the share of women in senior management to ≥50 % by 2050,
- maintain the highest anti-corruption rating,
- ensure minimal significant cybersecurity and physical security incidents,
- increase the company’s risk management maturity to the maximal level,
- and maintain 100 % renewed certifications for quality standards.

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GOOD GOVERNANCE STRATEGY

Everwest's governance strategy focuses on ensuring transparency, ethical conduct, and operational resilience across all areas of the company. Key strategic pillars include:

1. Compliance and Ethics

- Implement comprehensive policies and procedures to comply with applicable laws and regulations.
- Conduct regular internal audits and risk assessments to prevent non-compliance incidents.
- Maintain anti-corruption measures and continuously monitor performance to uphold the highest rating.

2. Leadership and Diversity

- Promote diversity in senior management positions, aiming for a balanced representation of women (≥50 % by 2050).
- Foster an inclusive culture through training and mentorship programs for future leaders.

3. Risk Management and Security

- Continuously assess and improve risk management maturity across operational, financial, and strategic areas.
- Minimize cybersecurity and physical security incidents through proactive monitoring and preventive measures.

4. Quality and Resource Management

- Maintain 100 % renewed certifications for quality standards.
- Optimize resource usage to ensure efficient and sustainable operations.

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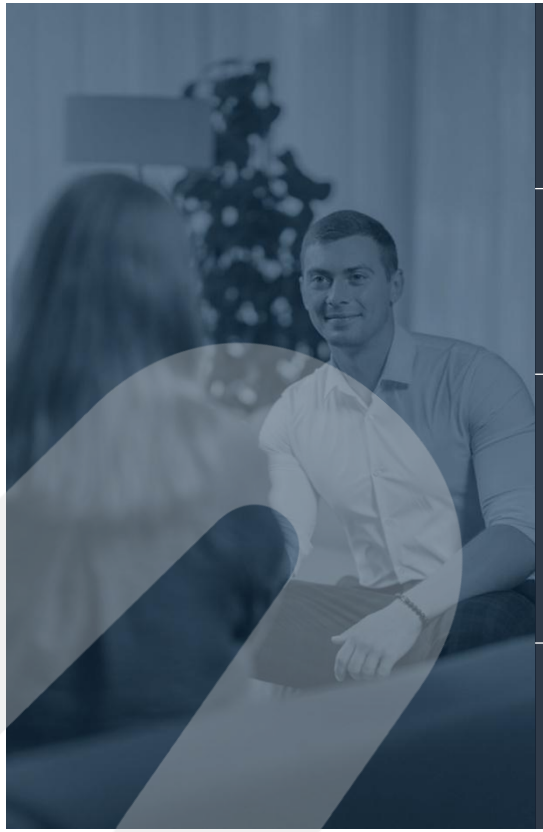
IMPLEMENTATION AND MONITORING

Everwest ensures the effective implementation and monitoring of Good Governance initiatives through a structured approach:



1. Policy Enforcement	• Apply governance, compliance, anti-corruption, and ethics policies across all departments. • Conduct regular internal audits and assessments to verify adherence to laws, regulations, and internal standards.
2. Training and Awareness	• Deliver ongoing training on governance, compliance, risk management, and cybersecurity for all relevant employees. • Communicate governance objectives and KPI targets to staff to ensure understanding and engagement.
3. Monitoring and Reporting	• Track KPI performance regularly, including legal compliance, anti-corruption rating, diversity in leadership, risk maturity level, cybersecurity incidents, and quality certifications. • Document incidents, corrective actions, and progress toward targets. • Review progress quarterly and adjust governance measures as needed to improve effectiveness.
4. Stakeholder Communication	• Report results and progress to management, board members, and relevant stakeholders. • Use monitoring data to inform continuous improvement of governance processes and practices.

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ACHIEVEMENTS – GOOD GOVERNANCE

0

Ensured minimal significant cybersecurity and physical security incidents (0 units).

100%

Maintained 100 % renewed certifications for quality standards.

Improved risk management maturity, approaching the maximal maturity level on the scale.

Developed and implemented a sustainable procurement policy to integrate environmental and social considerations into purchasing decisions.

Theme,	Description	KPI	Achievements
Transparent governance	Zero cases of legal non-compliance causing negative impact	0	0
	Increase share of women in management positions	+2 % vs. 2023	33,3 % Female managers; 66,7 % Male managers
Anti-corruption	Maintain anti-corruption score	96 %	94 %
Cyber and physical security	Ensure the organization's cybersecurity maturity level, ensuring that significant cybersecurity and physical security incidents are minimized.	811/1000	811/1000
Risk management	Increase company's risk management maturity level	84 %	84 %
Quality certifications	Ensure 100% renewed certifications (ISO, TAPA, GDP, etc.)	100 %	100 %

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GOALS FOR 2025-01-01/ 2025-12-31

10

Area	Theme	One-Year KPI (2025-01-01/2025-12-31)	Target Value
ENVIRONMENT	**Emission and pollution reduction**	Reduce absolute Scope 1, 2, and 3 GHG emissions vs. 2023 baseline	Scope 1: -5 % Scope 2: 100 % renewable energy Scope 3: -5 %
	Energy and resource efficiency	Reduce electricity consumption per unit of operation	100 % renewable energy
		Reduce water consumption per unit of operation	No more than 10 000 m^3
	Waste reduction and recycling	Increase share of sorted waste	100 %
		Increase share of recycled waste	100 %
	Climate-friendly technologies	Increase share of electricity consumption from renewable energy	100 %
		Upgrade company fleet with low-emission or electric vehicles	+5 %
SOCIAL RESPONSIBILITY	**Ethical practices and accountability**	Assess and ensure gender pay gap compliance	<5 %
		Zero cases of discrimination, harassment, or human rights violations	0
		Zero workplace accidents	0
		Increase percentage of employees receiving training	87 %
		Maintain voluntary employee turnover	35 %
	Responsibility for impacts	Implement at least 20 community or employee sustainability initiative	20 initiatives
GOOD GOVERNANCE	**Transparent governance**	Zero cases of legal non-compliance causing negative impact	0
		Increase share of women in management positions	+5 %
	Anti-corruption	Maintain anti-corruption score	96 %
	Cyber and physical security	Ensure the organization's cybersecurity maturity level, ensuring that significant cybersecurity and physical security incidents are minimized.	850/1000
	Risk management	Increase company's risk management maturity level	90 %
	Quality certifications	Ensure 100% renewed certifications (ISO, TAPA, GDP, etc.)	100 %

FINAL WORD

11

FINAL WORD

Pavel Kveten
CEO Everwest Group

Everwest Group’s sustainability strategy reflects our commitment as a leading logistics provider across diverse markets. We consider the environmental, social, and economic impact of every decision, embedding sustainability into our operations and growth. Guided by principles of responsibility, safety, transparency, and collaboration, we strive to build and maintain trust with all stakeholders.

We recognize that the challenges of climate change, resource efficiency, and ethical business conduct require long-term commitment and collective effort. That is why our strategy is designed not only to align with international frameworks such as the UN Global Compact and the Sustainable Development Goals, but also to ensure that these principles are translated into real action within our organization and throughout our supply chain. Through this, we aim to create shared value and foster sustainable progress in the communities where we operate.

Sustainability is a journey of continuous improvement. We remain committed to set ambitious long-term goals, monitor progress transparently, and collaborate with employees, clients, and partners to achieve meaningful outcomes. While we understand that reaching climate neutrality and achieving responsible growth requires time, we remain committed to steady progress.

Our vision is clear: to be a reliable logistics partner that not only ensures efficient and safe delivery of goods, but also actively supports environmental preservation, employee well-being, and ethical business practices. This vision guides current initiatives and will remain the foundation for building a sustainable future for both the industry and the wider community.

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