

GLS Group Environmental Standard

Guideline for
the reduction
of environmental
impacts by
GLS Group

This Environmental Standard outlines the environmental strategy and measures which underpin the GLS Group environmental approach.

Objective

GLS Group¹ is committed to providing reliable and high-quality parcel and freight services. To maintain this standard, we prioritise the reduction of our greenhouse gas (GHG) emissions from our transportation and operational activities. Together with our employees, customers, and suppliers, we aspire to reduce our environmental impact.

Science-Based Targets

To ensure our efforts remain aligned with the latest climate science, GLS² has set science-based targets in line with the Science Based Targets initiative (SBTi Services Limited, London).

We are committed to achieve net-zero³ by 2045, which means that we aim to reduce our absolute GHG emissions by 90% by 2045, using 2021 as the base year. Further, GLS is committed to the following near-term targets:

- 42 % reduction in scope 1 and 2 emissions by 2030
- 36.9 % CO₂e per ton-km reduction in Scope 3 for light commercial vehicles by 2030
- 31.7 % CO₂e per ton-km reduction in Scope 3 for heavy freight trucks by 2030

Approach for reducing carbon emissions

Given that road transportation services are our core business, the reduction of carbon emissions from transport must be at the centre of our efforts. As part of our group-wide environmental strategy we are focused on the conversion towards electric and low-emission⁴ transport modes, such as electric vans, cargo bikes or the usage of biofuel and biogas. Measures to introduce such vehicles are versatile, with specific measures differing from one country to another depending on local market conditions to maximise the individual impact. Among other measures, we foster the cooperation with electric vehicle providers and our transport partners to get access to latest available technology. Further, we are supporting the fleet transformation by investing in infrastructure upgrades at our depots. This includes installing charging infrastructure, enhancing the power supply, implementing load balancing systems and electricity meters, and upgrading fire protection systems. Besides these infrastructure measures, other examples may include, but are not limited to, offering incentives to subcontractors who carry out tours with electric vehicles, such as subsidised charging at GLS locations, or contractually requiring transport partners to convert vans to electric.

Furthermore, we are upgrading our existing depots and hubs to reduce our CO₂ emissions by increasingly using renewable electricity, installing photovoltaic systems and electric vehicle charging infrastructure, and exchanging current heating systems to renewable options such as heat pumps.

We take a holistic approach to these challenges and seek solutions both within our corporate boundaries and together with our business partners. This is further specified in our environmental strategy with the following ambitions:

By 2030:

- Change our company car fleet to 100% electric vehicles.
- Increase the share of electric- and low-emission vehicles⁴ within the transport fleet to 50%
- Consume 100% renewable electricity

By 2035:

- 100% of new transport vehicles will be electric and low-emission vehicles⁴.

Environmental measures

We pool our resources and expertise to implement measures aimed at continuously reducing our carbon emissions. This includes both emissions from our transport operations as well as indirect sources, such as purchased electricity or heat for our buildings.

Our key measures are:

- To increase the use of electric and low-emission transport vehicles⁴ in collaboration with our transport partners. We cooperate with vehicle manufacturers, infrastructure, and energy providers to foster innovation in the field of transport and charging infrastructure at GLS.
- To replace GLS company cars to electric vehicles by 2030. We are adapting our internal electric company car policies and encouraging all employees to switch to electric cars by offering incentives such as subsidised charging at GLS locations.
- To continuously optimise our transport network efficiency by using digital technology to optimise routes and reduce transport distances, thereby reducing CO₂ emissions.
- To increase the use of renewable electricity by installing solar systems on our own buildings where possible and purchasing electricity from renewable energy sources.
- To continuously develop and improve our environmental management system (ISO 14001).
- To continuously improve the efficient use of resources at our locations. Beside energy consumption, water and waste consumption are reviewed annually to identify areas of improvement.
- To ensure that all employees and transport partners are fully aware of our environmental responsibilities through continuous exchange, instruction and training.
- To monitor and audit our environmental and energy performance, using the information to continuously improve our efforts.
- To provide customers with access to information on their logistics-related greenhouse gas emissions through our customer GHG emission reporting service.

GLS Group Environmental Standard

Guideline for
the reduction
of environmental
impacts by
GLS Group

Environmental management system (ISO 14001)

At GLS, we continuously develop and improve our environmental management system to identify, monitor and manage the environmental impacts of our operations. This includes assessing relevant environmental aspects, defining improvement measures, monitoring performance and regularly reviewing progress, with particular focus on transportation activities, facilities and energy-related aspects of our operations. Our environmental management system is certified in accordance with ISO 14001 across all European subsidiaries. Certification is maintained through annual surveillance audits and recertification audits conducted every three years, ensuring continuous verification of our environmental management practices.

Transparent reporting

GLS Group is committed to reducing the environmental impact of its operations and to continuously addressing environmental challenges in the interest of all its stakeholders. Accordingly, we report transparently on our progress to external and internal stakeholders within our ESG Report in accordance with the GRI⁵ Standards . The carbon emissions reported are based on internationally recognised standards, such as the Greenhouse Gas Protocol⁶ and ISO 14083⁷. An overview of GLS' reporting approach is available in the document "Basis of Reporting".

We are responsible for ensuring the high quality of published data and for continually evaluating existing processes to drive progress. For interested stakeholders, our environmental strategy , is further detailed in our latest ESG Report and on the homepage of GLS Group and the respective country websites.

Communication

This Environmental Standard is translated into concrete instructions for all national companies. The Environmental Standard is available on all GLS Group and subsidiary websites.

Related documents:

- GLS Group Code of Business Standards (<https://gls-group.eu/GROUP/en/about-us/compliance/>)
- GLS Group Supplier Code of Conduct (<https://gls-group.eu/GROUP/en/about-us/compliance/>)
- IDS ESG Policy Statement (<https://www.internationaldistributionsservices.com/en/sustainability/governance/policies/>)
- GLS Group ESG Reports (<https://gls-group.eu/GROUP/en/sustainability/>)
- GLS Group 2025-26 Basis of Reporting (https://gls-group.com/GROUP/media/downloads/GLS_Group_Basis_of_Reporting_2025-26.pdf)
- ISO 14001 Certification (<https://gls-group.eu/GROUP/en/governance/>)

Validity

This Environmental Standard is binding for all GLS national companies.

Accountability

Within the framework of our environmental strategy, ESG Committee and ISO 14001 certified environmental management system, the achievement of our goals and the focus areas are continuously reviewed. The progress is reported in our GLS ESG Report.

Further information

For further information, please visit <https://gls-group.eu/GROUP/en/sustainability/environment/>

¹ GLS Group encompasses all affiliated companies of GLS B.V. operating under the GLS trademark.

² The Science Based Targets initiative commitment of GLS B.V. encompasses all affiliated companies of GLS B.V. operating under the GLS trademark.

³ GLS B.V. is committed to reduce its absolute Scope 1, 2 and 3 greenhouse gas emissions by 90% by 2045, using 2021 as the base year. The residual emissions will be neutralized. This means the business counterbalances up to 10% of its CO₂e emissions with investments in carbon removal projects outside its value chain, in line with the SBTi Net-Zero Standard.

⁴ This means vehicles that during driving operation use electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LPG, CNG, LNG).

Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

⁵ GRI: Global Reporting Initiative Standards, guideline for reporting on economic, environmental, and social impacts.

⁶ GHG-Protocol (Greenhouse Gas Protocol) is an accounting standard for quantifying and managing GHG emission.

⁷ ISO 14083:2023 provides a standardised methodology for quantifying GHG emissions from transport chain operations. The most recent Verification Statement is available here on our homepage.