2026 ESG Report

GLS.
Parcels to People



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

Company Profile

GLS Group[1] is one of the largest self-reliant parcel services providers in Europe, with a strong local presence in almost all countries across the continent. We also operate through wholly owned subsidiaries in Canada and the USA within one GLS network. This allows us to seamlessly connect our customers and communities with millions of parcels and stories every day, bringing together global expertise and local insights.

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Foreword



Dear Reader,

This report reflects another year of progress for GLS[2], not only in what we have achieved, but in how we continue to move forward as a business. Over the past year, we have taken important steps across our network, from strengthening our operations and investing in our people to advancing our environmental strategy and supporting local communities. We are here for the businesses and people who depend on us across more than 50 countries, and that is what keeps us going. While there is still much to do, I am encouraged by the progress we have made and the direction we are heading.

At GLS, we deliver millions of parcels every day. Behind every parcel is a customer, a business, a colleague, or a community relying on us. That responsibility shapes how we operate. We believe that long term success is built on trust, reliability, and a commitment to doing the right thing.

A key focus throughout the year has been the continued implementation of our environmental strategy. Following the validation of our Science Based Targets by the Science Based Targets initiative (SBTi), we have remained focused on reducing emissions across our operations and transport network.

While continuing to deliver at scale, we expanded our electric and low-emission vehicle fleet, invested further in charging infrastructure, and increased our use of renewable electricity across the Group.

At the same time, we continued to strengthen the foundations of our culture across the Group. As our business grows and evolves, it is important that we remain connected by our mission, vision and values. I am encouraged by the progress we continue to make in strengthening leadership across the business, including increasing female representation in leadership positions. I am also proud of the positive impact our teams make beyond their day-to-day roles. Across our countries, employees supported local communities through volunteering, fundraising, donations, and practical logistics support.

None of this progress would be possible without the dedication of our employees, the trust of our customers, and the collaboration of our partners. My sincere thanks go to everyone who contributes to our journey. With that, I invite you to explore this year's ESG Report. I hope it offers insight, perhaps a bit of inspiration and most of all, a clear view of what we stand for.

Warm regards,
Karl Pfaff *CEO, GLS Group*

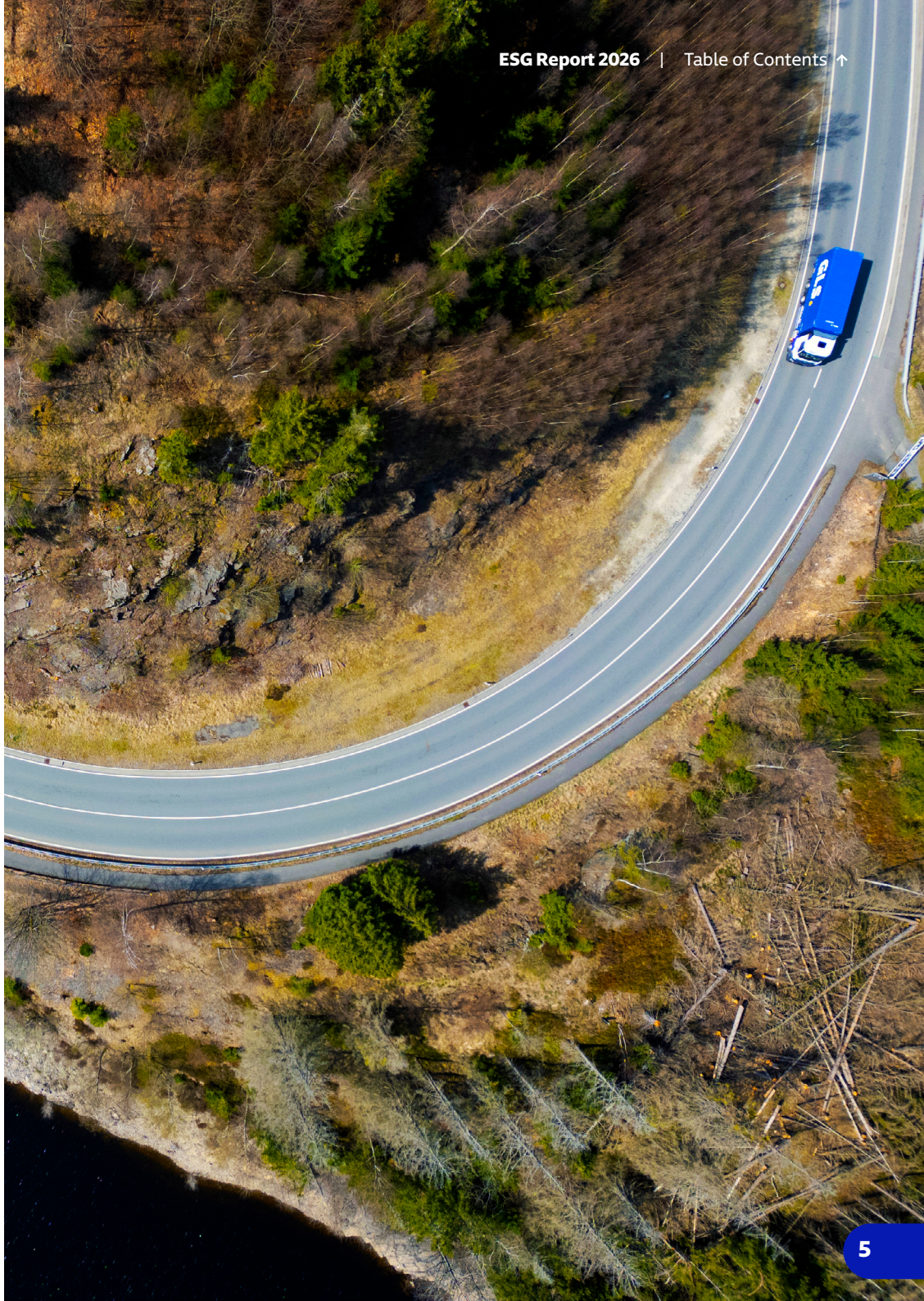
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Reporting Approach

With each edition of this report, we refine our focus, deepen our data and strengthen the clarity of our communication. Transparency and continuous improvement go hand in hand. As our business evolves, so does the way we measure, manage and report our impact.

At present, GLS is not legally required to publish a sustainability report in accordance with the Corporate Sustainability Reporting Directive (CSRD). Under the current regulatory timeline, our first mandatory CSRD reporting year is expected to be 2028 (FY2027). Until then, the GLS ESG Report remains a voluntary publication prepared in alignment with the Global Reporting Initiative (GRI) Standards.

While this report does not claim formal alignment with the CSRD or the European Sustainability Reporting Standards (ESRS), it reflects our commitment to strengthening our reporting approach, improving data quality and building the foundations needed for future regulatory reporting.
We are confident in the direction we are taking and look forward to continuing this journey together with you.



Highlights

Approaching sustainability miles by mile - these where some key milestones this year.



• **977 million parcels delivered in 2025** delivered in full-year 2025-26 (April 1 2025 - March 31 2026)



• **Decreased Group-wide[3] absolute greenhouse gas emissions by 4%** in calendar year 2025 in comparison to 2024[4].



• **24% increase in electric and low-emission vehicles[5]** in calendar year 2025 compared to 2024, bringing the total number to more than 8,200 as of December 2025.



• **More than 950 charging points installed** during the calendar year 2025, bringing the total number to more than 5,000 as of December 2025[6].



• **> 45% of company cars are electric** as of end of December 2025, meaning the number of full battery electric company cars increased by 44% since December 2024.



• **27% female representation in leadership positions** across GLS Group, supported by a 10-percentage point increase in female promotions compared to the previous reporting year[7].



• GLS Spain was recognised by the **Spanish Red Cross** for its solidarity and social commitment following a €50,000 contribution to support communities affected by the DANA (depresión aislada en niveles altos) floods.



• GLS France delivered **100,000 pet food meals** to 30 animal shelters across France in partnership with Ultra Premium Direct.



• GLS Denmark supported children's road safety education through **14 Kids Tour events**, combining cycling activities with practical traffic safety training.

[3] Unless specifically mentioned, GLS refers to all affiliated companies of GLS B.V., operating under the GLS trademark.

[4] Further information available on page 21ff.

[5] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[6] Of which more than 3,300 charging points are GLS-operated and subject to external assurance. The remaining charging points in the GLS network are operated by third parties.

[7] Leadership positions include Senior Management and Management roles across both operational and administrative functions.



Company History

Our company was founded in 1999 as General Logistics Systems B.V., stemming from the roots of German Parcel, which was established in 1989. Based on over 35 years of experience, GLS is characterised by its proactive approach to network management. We dynamically and flexibly connect our markets to adapt to their ever-changing nature. Operating across Europe, North America, and supported by a trusted partner in Asia, we take pride in providing our customers with high-quality services tailored to meet the unique needs.

Global Presence

Headquartered in Amsterdam, GLS operates as a Besloten Vennootschap (B.V.) under the umbrella of EP Group, a.s. in a cross-border network of 50+ countries. In FY 2025/26, International Distribution Services, the parent company of GLS and Royal Mail, was acquired by EP Group a.s. EP Group a.s

Products and Services

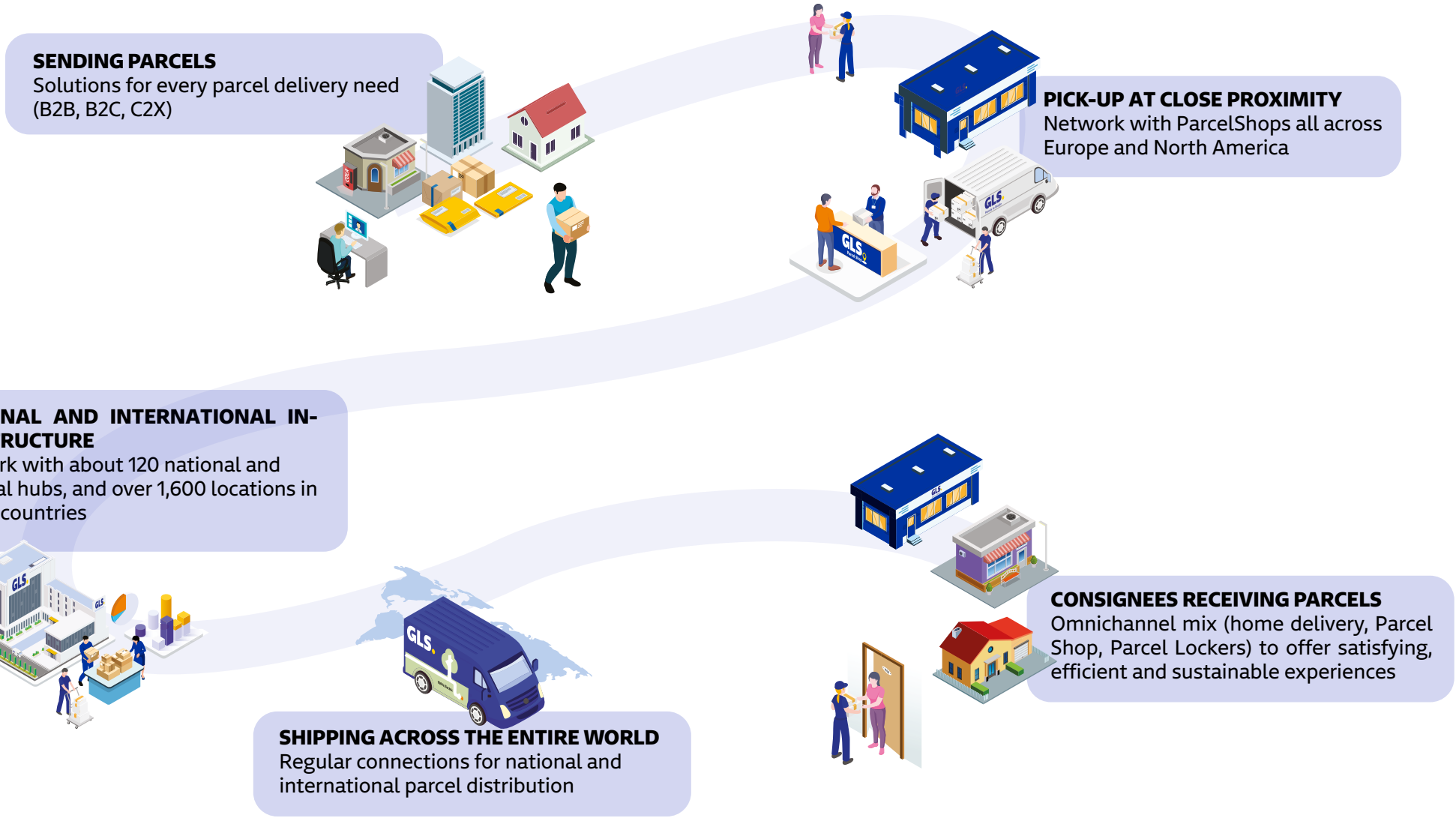
Our comprehensive suite of services encompasses Business to Business (B2B), Business to Consumer (B2C), and Consumer-to-Any Other Party (C2X) parcel delivery, freight, courier, and fulfilment through a network spanning more than 115 national and regional hubs, over 1,700 depots, and an out-of-home network of 136,000 active parcel shops and parcel lockers across Europe.

Local and Regional Operations

Through our national affiliates and regional centres, we deliver localised service solutions tailored to the unique needs of each market we serve. This infrastructure supports a wide array of services, ensuring we meet the diverse needs of our customers and consignees efficiently and reliably.

Parcel Journey

GLS is dedicated to ensuring that all steps, from pickup to delivery, are handled with speed, care, and attention to detail. The infographic illustrates this process, offering a transparent look into the journey each parcel undergoes within our network.



Vision, Mission and Values

In 2024, we introduced a new set of Vision, Mission, and Values to reflect our operational ethos. Together, these principles shape our identity, anchor our culture, guide our actions, and define how we connect with our customers, partners, and employees.

Vision



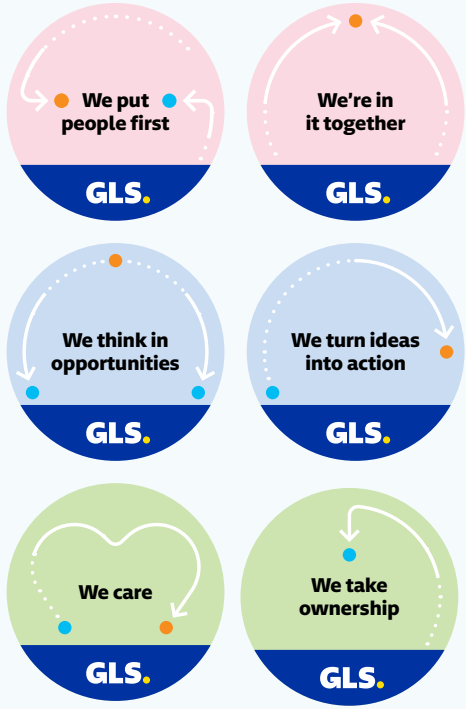
Our vision statement defines the ambition that guides us. At GLS, we build connections that deliver the world's potential. From our entrepreneurial roots, we have grown into an international logistics provider connecting people and businesses every day, across the countries where we operate, enabling growth, collaboration, and opportunity.

Mission



Our mission statement defines what we do and how we do it, and reinforces why our work is important. At GLS, we raise the bar at every step of a parcel's journey. By putting people at the heart of everything we do, we create smooth and delightful experiences that enable customers to focus on what really matters – and have them return for more.

Values



Our values guide us in everything we do and are the core beliefs that shape our culture.

2025/26 Metrics
As of March 31, 2026



Depots
More than 1,700[9]



Customers
Around 230,000



Employees
About 24,000



National and Regional Hubs
More than 115[10]



GLS Points
Over 136,600[10]



Parcel Shops
Over 99,600[10]



Parcel Lockers
More than 36,000[10]



Revenue
6 billion



Parcels Volums
977 million



Parcels Delivered
More than 7.1 million

[9] Including franchises and agencies

[10] Owned and partners

Strategy

For over 37 years, we have harnessed the strength of our flexible and premium road-based network and market-specific approach to deliver exceptional services to our customers. In response to rapidly evolving market demands and customer needs, we launched our CORE 2030 strategy to reinforce our parcel business across segments, while investing in technology and AI, enhancing our out-of-home (OOH) offering, expanding in freight and fulfilment, and advancing our ESG commitments. Our strategy focuses on four

Championing Our Core Business

Our strategic focus is on growing our B2C, B2B and International segments. In B2C, we aim to grow through digital excellence and OOH convenience by offering a seamless omnichannel consumer experience across home delivery and OOH. In B2B, we build on our strong market position by further strengthening our service quality leadership. For International, we aim to be Europe's cross-border leader, while accelerating Transatlantic and Pan-Asian growth.

Optimising Our Core Performance

By focusing on operational and commercial excellence, we seek to unlock the full potential of our business. In operations, we are upscaling network capabilities, boosting productivity, and ensuring high service quality for customers and consignees. Sustainability is integral to this approach. We have invested in renewable energy solutions, including electric heat pumps and photovoltaic systems. In addition, we are expanding our fleet with electric and low-emission vehicles1[1], ranging from delivery vans to electric company cars, and are piloting hydrogen and electric long-haul trucks.

Reinventing Our Core Capabilities

We are building a stronger foundation for future growth through market-leading digital and AI-driven solutions, an expanding OOH network and focused ESG efforts. Our digital tools, particularly in live tracking and last mile orchestration, are transforming operations by optimising delivery routes, reducing stops, and increasing transparency, resulting in a more efficient last mile. We also continue to transform our last mile by expanding our network of parcel shops and lockers, increasing customer convenience, improving efficiency.

Evolving Our Core

Finally, we continue to expand into adjacent services where they complement and strengthen our core parcel offering. This includes fulfilment services to deliver integrated e-commerce logistics solutions, as well as less-than-truck-load shipping (LTL freight).

The CORE strategy will allow us to grow and improve how we operate, while always keeping people at the heart of everything we do.

[1] Low-emission vehicles refer to vehicles that during operation use only electricity or fuels that generate lower emissions than diesel or gasoline (e.g. HVO, biogas,natural gas such as LNG, LPG, CNG). This also includes parcel deliveries on foot.

Materiality Assessment

In 2025, we carried out a Double Materiality Assessment to clarify which sustainability topics matter most for our business, our stakeholders and our impact on people and the environment. The assessment was performed in line with the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) guidance on impact and financial materiality.

The results provide the basis for our annual ESG reporting and help guide how we continue to strengthen our reporting, programmes and priorities in the coming years. While the report does not claim formal alignment with CSRD or ESRS, the assessment helps us build the foundations for future reporting requirements and strengthen our understanding of the sustainability topics most relevant to GLS.

Our Method for Assessing Materiality

To determine which sustainability topics matter most, we assessed both sides of materiality: how our activities affect people and the environment, and how sustainability issues may affect GLS's business, using the following process:

1. Identify who and what is relevant
(stakeholders and business activities)

2. Define the topics to assess
(narrowing topics based on ESRS and expert input)

3. Evaluate impacts, risks and opportunities
(impact materiality + financial materiality)

4. Validate the results
(expert reviews and stakeholder perspectives)

5.Approve and integrate
(results endorsed by GLS leadership)

Identified Material Topical Standards:

E1 - Climate Change
E2 - Pollution
S1 - Own Workforce
S2 - Workers in the Value Chain
S4 - Consumers and End-users

Related UN Sustainable Development Goals:

The material topics also link to selected UN Sustainable Development Goals, reflecting areas where GLS can contribute through its business activities and ESG initiatives.



ESG Governance Structure

To translate our ESG framework into action, our ESG management is integrated vertically, horizontally, and cross-functionally within our organisational structure. Our dedicated Corporate ESG/CSRD Team sits as an umbrella function under the supervision of the Chief Compliance and Sustainability Officer. The GLS Holdings Board receives regular updates from Corporate ESG and guides the team's strategy and actions.

Furthermore, the ESG/CSRD Team provides regular updates to our parent company. Cross-functionally, the corporate ESG/CSRD Team plays a pivotal role in steering the company through the evolving landscape of ESG legal compliance. They provide expert advice on new regulations, oversee external ESG ratings, responds to customers and sales requests, and monitor market trends.

Our Corporate ESG/CSRD Team maintains ongoing exchanges with our corporate functions, such as Human Resources, Environment and Climate Strategy, Occupational Health & Safety, and Compliance, to stay informed about their ESG-related activities, developments, and any necessary actions. While these content functions retain full responsibility for developing and implementing their ESG initiatives, our ESG/CSRD Team monitors, reports, and communicates the progress and impacts of these initiatives.

Vertically, the ESG/CSRD Team empowers our country ESG Coordinators to adapt and apply these initiatives locally. These ESG Coordinators are the central ESG interface within their respective countries and are responsible for reporting, horizon scanning, and raising awareness. This multilevel ESG management ensures our sustainability commitment is consistently implemented throughout all areas of our operation.



Sustainability Ratings and Indices

Building on our strong internal ESG management framework, we reinforce our sustainability commitment by engaging in external certifications and ratings. Through liaising with independent third-party evaluators, we hold ourselves accountable and gain valuable insights for improvements. These assessments enhance transparency, provide critical feedback, and guide the effective implementation of our ESG strategy.

Certification/Rating	Details
	**EcoVadis Silver Medal** GLS Group received the EcoVadis Silver Medal in 2025 with a score of 71/100, placing us in the top 15% of companies assessed globally. EcoVadis evaluates sustainability performance across Environment, Labor & Human Rights, Ethics and Sustainable Procurement. The assessment is updated annually.
	**CDP** GLS, as part of International Distribution Services Ltd (IDS), once again completed the CDP Climate rating with a "B" grade (on a scale of A to D-). The CDP rating assesses companies' progress towards environmental stewardship. The latest assessment was completed in September 2025. The questionnaire responses are submitted and reassessed annually.
	**ISO14083** DEKRA Certification GmbH has verified the quantification and reporting of greenhouse gas (GHG) emissions from transport chain operations of General Logistics Systems B.V. for the 2024 reporting year. The reasonable assurance of the information provided in the GHG statement, as well as its conformity with the criteria set out in ISO 14083:2023 has been confirmed. ISO 14083:2023 provides the standardised methodology for quantifying GHG emissions from transport chain operations. The conformity was attested in Verification Report No. A23071350 and issued on 09.10.2025. The organisational scope covered all GLS subsidiaries in Europe and North America as well as the European network provider GLS International[12].
	**ISO 14001** All entities operating under the GLS trademark in the EU and Serbia[13] have gained the ISO 14001:2015 certification for their environmental management system, certified by DEKRA. The certification attests that all above-mentioned GLS entities have established and maintain an environmental management. system. The conformity was attested with audit report no. A20011337. Our latest certificate was issued in September 2023 and is valid until September 2026, including yearly surveillance audits.

[12] Verification of the GHG data for the 2025 reporting year was still pending at the time of publication of this report. The corresponding verification statement will be published on the GLS certifications page once available.

[13] With the exception of General Logistics Systems Italy S.p.A., which is certified by a local certification body (ANCIS).

Environment

Every day, GLS[14] transports millions of parcels, and we recognise the impact of our logistics and transport processes on natural resources and emissions. That's why climate and environmental protection are integral to our sustainability efforts. The metrics and targets for these efforts are outlined in the following chapter.

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35 Environmental Services

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39 Corporate Carbon Footprint

44 Our Journey to Net-Zero[15]

48 Pollution of Air



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

Environmental Highlights

"Our environmental progress is reflected across the full breadth of our organization - from transport decarbonisation and renewable electricity to site efficiency, infrastructure investments and data-driven emissions management. These results are only possible through close collaboration across teams, countries and disciplines throughout GLS. Together, we are turning our climate ambitions into tangible results on our path to net-zero[20] by 2045."

- Robert Groh, *Director Corporate Environment & Climate Strategy*



• **Decreased Group-wide[16] absolute greenhouse gas emissions by 4%** in calendar year 2025 in comparison to 2024[17].



• **24% increase in electric and low-emission vehicles[18]** in calendar year 2025 compared to 2024, bringing the total number to more than 8,200 as of December 2025.



• **More than 950 charging points installed** during the calendar year 2025, bringing the total number to more than 5,000[19] as of December 2025.



• **> 45% of company cars are electric** as of end of December 2025, meaning the number of full battery electric company cars increased by 44% since December 2024.



• **97% of GLS-operated sites in Europe used renewable electricity** and 83% of our business' global electricity consumption was renewable in calendar year 2025.



• **Self-generated renewable electricity increased by 36% while total purchased renewable electricity increased by 14%** in calendar year 2025 compared to 2024.

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[17] Further information available on page 41.

[18] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[19] Of which more than 3,300 charging points are GLS-operated and subject to external assurance. The remaining charging points in the GLS network are operated by third parties.

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

Our Environmental Strategy

Climate change is one of the most pressing global challenges, posing significant risks to our environment and communities. At GLS, we acknowledge our role in addressing this issue and are committed to reducing our greenhouse gas (GHG) emissions to net-zero by 2045[21]. To meet this science-based target (SBT), our environmental strategy is centred on reducing GHG emissions and enhancing energy and resource efficiency across all GLS countries.

GHG Emission Reduction Targets

In December 2024, the Science Based Targets Initiative (SBTi)[22] officially confirmed that GLS'[23] SBTs meet its requirements and align with the latest climate science, ensuring they are consistent with the goals of the Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC).

GLS is committed to reaching **net-zero emissions[24] by 2045**, reinforcing our role in addressing climate change and contributing to global decarbonisation efforts. As part of this commitment, we have set both near-term (target year 2030) and long-term targets (target year 2045) from a 2021 base year to reduce GHG emissions[25]. **In 2025, at GLS we reduced our total market-based GHG emissions (Scope 1, 2 & 3) by 4% year-on-year, which shows that GLS is on track with its set science-based targets**. Further information about our 'Journey to Net-Zero[26]', a full overview of our current GHG inventory and our reduction progress can be found starting on page 39.

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

[22] SBTi is a partnership of *CDP*, the *UN Global Compact*, the *World Resources Institute (WRI)* and the *World Wide Fund for Nature (WWF)*. It promotes best practices in setting science-based emission reduction targets and provides independent assessment and validation of targets. Science-based targets provide a clearly defined pathway for companies to reduce their GHG emissions in line with the goals of the Paris Agreement.

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

[24] See footnote 21

[25] Our targets have been published on the SBTi target dashboard under "General Logistics Systems B.V.". Further information is available at: *https://gls-group.com/GROUP/en/our-journey-to-net*

[26] See footnote 21

Emission Reduction Activities

Our Group-wide environmental strategy guides our efforts to meet our SBTs. We are actively reducing GHG emissions from the transportation of parcel and freight shipments through the transformation of the transport fleet to electric and low-emission vehicles[27]. Additionally, we aim to continuously improve resource consumption and energy efficiency in our hubs, depots, and offices through the implementation of innovative technology and process improvements. We take a holistic approach to these challenges and seek solutions both within our corporate boundaries and together with our business partners. Further information and examples of ongoing initiatives across the Group are detailed starting on pages 21.

Management Approach

The Corporate Environment & Climate Strategy Team leads our efforts, developing our environmental strategy and coordinating its Group-wide implementation. Within all 21 GLS countries, local Environmental Managers ensure these measures are adapted to national conditions, facilitating the implementation in their national entities.



[27] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

Environmental Roadmap

Greenhouse gas reduction targets

SBT base year for CO_2e emission reduction (100% emissions)

-42% in scope 1 and 2

-36.9% gCO_2e per ton-km in scope 3 for light commercial vehicles

-31.7% gCO_2e per ton-km in scope 3 for heavy freight trucks

Net-Zero[28]
-90% in scope 1, 2 and 3

2021

2022

2030

2035

2045

Measures and ambitions

80% of GLS-operated sites in Europe use renewable electricity

50% electric and low-emission transport vehicles[29]

100% electric company cars

100% renewable electricity consumed

100% of new transport vehicles are electric- and low-emission vehicles[30]

Further measures on national level, such as renewable heating or electric and low-emission shunting operations

[28] 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 CO_2e emissions with investments in carbon removal projects outside its value chain, in line with the SBTi Net-Zero Standard.

[29] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[30] Ibid.

Decarbonising Our Business

Our commitment to reaching net-zero in 2045[31] is only the first step in a long journey. To achieve our reduction targets, we approach emission reduction from various angles, empowering each country to tailor our strategy to their unique market needs. Across all countries, however, our initiatives concentrate on three primary areas: the transport fleet, our depots, hubs and operations, and our business travel.

Our Steps to Net-Zero[32]

To achieve our ambitions and reduce our GHG emissions[33], GLS is investing in various measures[34]:

- Continuously increase the use of **electric and low-emission transport vehicles**[35] together with our transport partners by implementing transport modes such as electric vehicles and cargo bikes, and the use of biofuels.

- **Collaborate with vehicle manufacturers, infrastructure, and energy providers** to foster innovation in electric and low-emission transport[36] and charging infrastructure in our hubs and depots.

- Replace current **company cars with electric vehicles**.

- Increase our **use of renewable electricity** by installing solar systems on the roofs of our own buildings and purchasing electricity from renewable electricity sources.

- **Reduce GHG emissions in our buildings** through energy efficiency measures or converting fossil heating systems to renewable systems like electric heat pumps.

- Optimise our **transport network efficiency** using digital technology to reduce routes and transport distances as well as GHG emissions. This includes implementing OOH delivery options, as expanding these options can enhance transport efficiency. Additionally, if consignees choose OOH as their primary delivery method, GLS can further reduce transport distances and GHG emissions within our last-mile transport service[37]. Beyond last-mile optimisation, GLS also focuses on increasing trailer and truck utilisation across its linehaul network - for example by avoiding empty legs and maximising load factors - thereby reducing unnecessary kilometres and associated emissions.

[31] 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 CO_2e emissions with investments in carbon removal projects outside its value chain, in line with the SBTi Net-Zero Standard. The Science Based Targets initiative commitment of GLS B.V. encompasses all affiliated companies of GLS B.V. operating under the GLS trademark.

[32] Ibid.

[33] We disclose our carbon emissions in carbon equivalents (CO_2e), which means that other greenhouse gases (e.g. methane) are also considered. Further information in the glossary.

[34] Specific measures differing from one country to another depending on local market conditions.

[35] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[36] Ibid.

[37] Emissions generated by the consignee, such as those resulting from traveling to the OOH delivery point, are not included, as consignee travel behaviour lies beyond GLS's operational boundaries and GLS has no influence over individual collection choices.

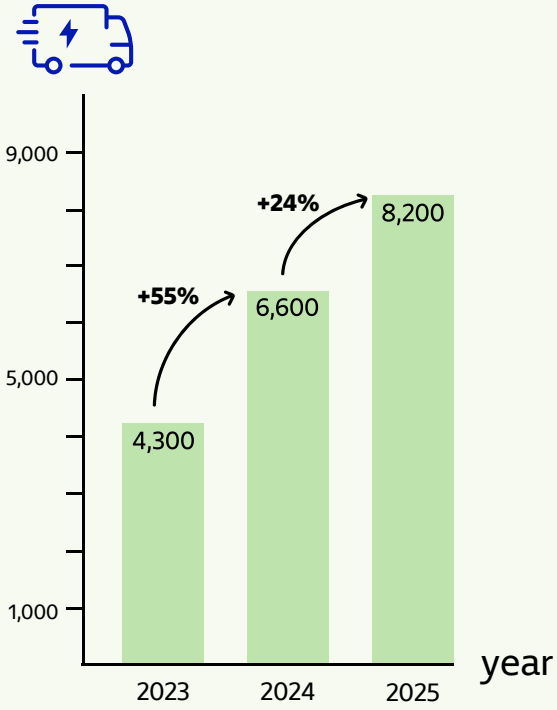
Reducing GHG Emissions in Parcel and Freight Shipments

In 2025, 88% of GLS' GHG emissions stemmed from transport services, making the reduction of transport emissions crucial in achieving our decarbonisation ambitions. This is why, transitioning the last-mile and long-distance transport fleet to electric and low-emission vehicles[38] stands as a central measure within our environmental strategy to reduce GHG emissions from parcel and freight shipments.

Therefore, we have continued to transform our transport fleet and have implemented innovative solutions across our transport services, adding more electric vans and trucks, light vehicles, and alternative fuel vehicles to the delivery network. As of the end of December 2025, over 8,200 electric and low-emission vehicles[39] are in operation, marking a 24% increase since December 2024 and accounting for over 19% of our total transport fleet.

To accelerate this transformation, among other measures, we foster the cooperation between electric vehicle providers and our transport partners, ensuring access to the latest available technology. In addition, we are investing in infrastructure upgrades at our depots, from which our transport partners directly benefit. These infrastructure enhancements include the installation of charging infrastructure (see page 28 for more information), power supply upgrades, load balancing systems and electricity meters. Besides these infrastructure measures, other examples include 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.

Development of electric and low-emission vehicles[40]
as of end of December of each calendar year



[38] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[39] Ibid.

[40] Ibid.



Cutting Emissions in Last-Mile Delivery

With approximately 39% of our transport emissions attributed to last-mile transportation, we are dedicated to implementing measures aimed at reducing final-mile emissions and enhancing urban logistics. Our strategy encompasses multiple delivery vehicle types, from conventional delivery vans and electric vehicles to cargo bikes and delivery on foot[41]. While recognising that different vehicle categories require tailored decarbonisation approaches, we are systematically transitioning our delivery fleet towards electric and low-emission vehicles[42], prioritising electric vans in urban areas and deploying compact cargo bikes for navigating narrow urban and pedestrian areas. Strategically positioned micro-hubs in city centres serve as local distribution points, enabling us to pre-position parcels closer to recipients and facilitate efficient last-mile delivery with electric bikes.

Through the expansion of parcel lockers and other OOH solutions, we aim to minimise the need for multiple delivery attempts and offer greater flexibility to recipients. Alongside OOH solutions, we continuously optimise our transport network efficiency through the application of intelligent and innovative digital technology. By streamlining routes and reducing transport distances, we not only lower GHG emissions[43] but also enhance delivery efficiency.

[41] As of today, only applicable for GLS Spain.

[42] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[43] Emissions generated by the consignee, such as those resulting from traveling to the OOH delivery point, are not included, as consignee travel behaviour lies beyond GLS's operational boundaries and GLS has no influence over individual collection choices.

Expanding the Electric and Low-Emission Linehaul Fleet[44]

Since approximately 61% of our transport emissions from parcel transport originate from long-distance linehaul transport, we are actively pursuing the introduction of cleaner technologies for trucks. Unlike last-mile operations, where a variety of different technology alternatives are available, long-distance linehauls are still heavily reliant on fossil fuels. Implementing alternatives like electric trucks for linehauls presents specific challenges, such as insufficient battery ranges, a lack of public charging infrastructure, or grids that can't cope with the increased electricity demand. When using other technologies like hydrogen, the total cost of ownership is high and public refuelling facilities for hydrogen are lacking. However, gaining operational experience with these alternatives is a crucial step, as we believe these technologies will be key to achieving our decarbonisation roadmap for 2045. Therefore, we are actively testing and implementing alternative solutions like biofuels and electric trucks.

Our immediate focus remains on scaling electric truck technology. We have expanded our electric truck fleet across our network during 2025. Electric trucks now operate on linehauls across Germany, France, Italy, Austria, Czech Republic, the Netherlands, Denmark and Canada, while other GLS countries continue electric truck trials. As our electric linehaul fleet continues to grow, we are working closely with utility companies and charging network operators to address grid capacity challenges.



[44] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

Examples of Transport Fleet Transformation Activities in 2025/2026



2,500 Daily Parcel Deliveries via Cargo Bikes in German City:
In May 2025, GLS partner VEMO Logistik achieved a new milestone in Bonn by delivering 2,500 parcels in a single day using 19 cargo bikes, trailers and 2 eSprinter vans, effectively replacing 18 diesel transporters. A key enabler was the zemmi trailer, which combines high load volume with low maintenance costs while remaining classified as a bicycle under current regulations.



Fleet Electrification in Romania:
One of GLS Romania's subcontractors has reached a notable milestone, with 45% of its delivery fleet now consisting of electric vehicles and 100% of deliveries in Deva city carried out by electric vehicles. To support this transition, the partner has invested in a 60 kW solar installation, alongside a 45 kW energy storage system. Another subcontractor in Galați city has reached an electrification rate of over 20%. The partner has further implemented a 20 kW solar panel system and a 30 kW energy storage system.



City Deliveries by Electric Vehicles in Denmark:
By September 2025, GLS Denmark achieved 100% electric vehicle coverage for all parcel deliveries and pickups in Roskilde, Denmark's 10th largest city. Nationally, the company operates more than 230 electric vehicles end of December 2025 and expanded its charging infrastructure by around 210% within one year, demonstrating the rapid scalability of electric logistics.



Vehicle Partnerships and Urban Delivery Solutions:
GLS Spain has established preferential vehicle agreements with Toyota, Ford, and Mercedes to support the electrification of its fleet. Further, GLS Spain has reached an agreement with Moeve for the supply of HVO fuel across its operations nationwide. In collaboration with TRC, a cargo tricycle manufacturer, GLS Spain additionally offers vehicles specifically adapted to urban deliveries and low-emission zones. For last-mile operations in urban areas and shopping centres, new walker-type carts are being progressively rolled out.

Case Study: Taking Delivery Underground in GLS Spain

What began as a six-month pilot has now become part of daily operations. From October 2024 to March 2025, GLS Spain partnered with Metro de Madrid to test parcel transport through the city's underground rail network - an innovative initiative designed to take delivery vans off Madrid's busy streets and reduce traffic congestion.

The pilot was a success.

The concept was simple yet powerful: use existing underground infrastructure instead of adding more vehicles to the city centre. Today, parcels from GLS agencies are traveling daily via Metro, consolidating what would otherwise require multiple van journeys.

Here's how it works: Parcels collected throughout the day are placed in secure cages and transported on dedicated freight trains along Line 12. These trains are specially equipped for cargo and operate separately from passenger services, ensuring no disruption for regular Metro users. Metro de Madrid staff oversees each journey until parcels reach the Loranca Metro Hub, where they're transferred to a GLS trailer for consolidation and delivery to our GLS Hub.

This project highlights the value of collaboration between the public and private sectors to advance smarter logistics solutions. By moving parcel transport underground, GLS Spain and Metro de Madrid are contributing to a more efficient urban mobility model - reducing surface traffic and optimising last-mile delivery.





Case Study: GLS Expands Heavy Duty Electric Fleet

In 2025/2026, multiple GLS countries added Mercedes eActros 600 and Volvo FM Electric trucks to their linehaul fleets. Notable deployments include 21 eActros 600 vehicles in Italy and the first electric trucks in Austria, the Czech Republic, and the Netherlands, with vehicles achieving ranges of over 500 km and supporting both national and cross-border operations.



GLS Italy expanded its long-haul capabilities by introducing 21 Mercedes-Benz eActros 600 vehicles to its fleet, marking a significant milestone in decarbonising freight transport. Of these, 14 are already in service, with the remaining vehicles set to be deployed later this year. The trucks have proven reliable across demanding conditions, including night shifts and adverse weather, with drivers reporting positive feedback on comfort and drivability.

GLS Germany's first long-haul electric truck, a Volvo FH Electric operated by partner Pabst Transport since June 2024, completed 100,000 kilometres in one year of regular operation. Transporting approximately 2,500 parcels daily over 460 km routes, the truck achieved over 100 tons of CO_2 savings annually,.



GLS Austria deployed its first electric truck in partnership with Aigner Powerful Logistics, completing two daily round trips between Salzburg and Ansfelden.

In the Czech Republic, since October 2025 the Mercedes eActros 600 enables efficient cross-border operations between the Czech Republic and Slovakia, with primary charging at a 300 kW station in GLS' Jihlava hub.



GLS Netherlands introduced a Volvo FM Electric 4x2 Tractor operating from the Vianen depot, serving the Utrecht and Noord-Brabant provinces for both customer collections and freight distribution. Charging facilities have been installed at the Vianen depot so that the truck can be charged overnight.

The first electric truck in Denmark was officially integrated into the fleet in September 2025 for national linehaul operation, serving the route between the new Ringsted depot and the depot in Herning. A second electric truck has since joined the fleet.

Examples of Transport Fleet Transformation Activities in 2025/2026



Transport Partner Engagement Workshop in Denmark:
To support the transition of the linehaul operations, GLS Denmark hosted a workshop bringing together linehaul partners alongside industry experts from Mercedes and Norlys. More than half of Danish linehaul partners participated, using the occasion to exchange experience, address concerns, and gain insights into available technologies,future perspectives and economic considerations.



Electric Truck Trials in Poland:
From February to May 2025, GLS Poland tested a Mercedes-Benz eActros 300 electric truck on the Wypędy–Stryków route. During this period, the vehicle covered more than 15,000 km. In October 2025, GLS conducted additional short, multi-day tests on the same route using a Mercedes-Benz eActros 600.



Gaining Efficiency with Gigaliner Technology in Germany:
GLS Germany deployed a 25.25-meter Gigaliner truck capable of transporting three swap bodies instead of two per tour. Despite a seemingly small saving of 3 litres of diesel per 100 km, the effect adds up to a fuel saving of an impressive 27,000 litres per year. In addition, the extra capacity eliminates one trip that would otherwise have had to be made by another truck.

Hub & Depot Operations

Our buildings also play a critical role in reducing GHG emissions and mitigating environmental impact. Sustainability measures are encouraged for new construction and enhancement of existing buildings. These include installing photovoltaic systems to produce renewable electricity, converting fossil heating systems to electric heat pumps, and implementing electric and low-emission solutions for shunting operations.

Renewable Electricity

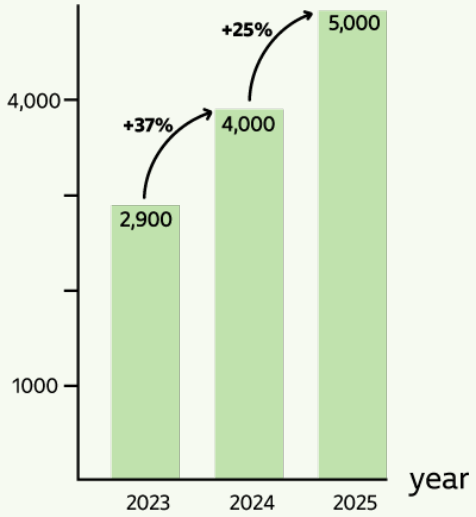
In 2025, 97% of GLS-operated sites in Europe were using renewable electricity. Across GLS-operated sites worldwide, including the US and Canada, 83% of total electricity consumption came from renewable sources. Further, most GLS-operated sites of our entities in Germany[45], Denmark, Spain[46], Finland, Ireland and the Czech Republic exclusively used renewable electricity in 2025, while Belgium, France, the Netherlands, and Portugal sourced over 95% of their electricity from renewable sources. Compared to calendar year 2024, self-generated renewable electricity increased by 36% driven by photovoltaic systems installed at GLS depots. The total renewable electricity purchased increased by 14%, of which more than 80% was sourced through Guarantees of Origin[47], with the remainder covered by renewable electricity contracts.

The ambition to consume 100% renewable electricity by 2030 across GLS Group will be reached by further increasing the generation of renewable electricity using solar panels and the purchase of Guarantee of Origin[48] or Renewable Energy Certificates[49] for GLS entities.

Charging Infrastructure

GLS supports the fleet transformation by investing in infrastructure upgrades in hubs and depots. This includes installing charging infrastructure, enhancing the power supply, implementing load balancing systems and electricity meters, and upgrading fire protection systems. In 2025, more than 950 new charging points were installed, bringing the total to over 5,000[50] across the GLS network.

Total Number of Charging Points
as of end of December of each calendar year



[45] The subsidiaries DER KURIER GmbH & Co. KG (express delivery, Germany) and e-Log Logística Insular, S.L. (e-commerce fulfilment, Spain) are not included in the scope.

[46] The subsidiary e-Log Logística Insular, S.L. (e-commerce fulfilment, Spain) is not included in the scope.

[47] A Guarantee of Origin is an electronic document that proves that a specific quantity of energy was produced from renewable sources.

[48] Ibid.

[49] Renewable Energy Certificates (RECs) are tradeable instruments that represent one megawatt-hour of electricity generated from renewable energy sources.

[50] Of which more than 3,300 charging points are GLS-operated and subject to external assurance. The remaining charging points in the GLS network are operated by third parties

Examples of Building Updates



Electric Shunting Operations in Canada:
In March 2025, GLS Canada began deploying electric shunters for on-site operations across its major Canadian hubs, with four units in operation at its Montreal, Toronto, and Winnipeg sites as of March 2026.



Installation of Photovoltaic Systems in Portugal:
In 2025, GLS Portugal installed two new photovoltaic systems at their depots in Mealhada and Aveleda, with an installed capacity of 23kWp and 71kWp respectively, covering a significant portion of local electricity consumption at both sites.



New Distribution Centres in Denmark:
In August 2025, GLS Denmark opened a new distribution centre in Ringsted. The facility operates more than 20 electric vehicles and features rooftop 445 kWp solar panels feeding surplus energy back into the grid. This was followed by the opening of a new depot in Randers in October 2025, marking GLS Denmark's 10th depot in the country. The 3,500 m² facility features 1,000 m² of rooftop solar panels, 30 charging points, and automated sorting technology.

ISO 50001 Certification:
GLS Germany successfully obtained ISO 50001 certification, the internationally recognised standard for systematic energy management. The certification reflects a structured and ongoing commitment to analysing, optimising, and continuously reducing energy consumption across operations[52].



New Hub in the Netherlands
In April 2026, GLS Netherlands opened its new hub in Goes. The facility features a heat pump, a 205kWp rooftop solar installation and an integrated battery storage system with a capacity of 516kWh, enabling on-site renewable electricity generation.



Expanding Charging Infrastructure in Spain:
Through a partnership with Endesa X, GLS Spain is systematically expanding its charging infrastructure across all depots. This rollout supports the continued electrification of both the company car and last-mile delivery fleet. As of the end of 2025, more than 110 charging points were installed in the GLS Spain network.

[52] GLS Germany's ISO50001 certificate is available here: https://www.gls-pakete.de/corporate/zertifikate

Interview: Heat Pumps and their Role in GLS Germany's Environmental Strategy

In 2025, the heating of GLS Group's buildings and depots accounted for around 23% of our own emissions[53]. Transitioning away from fossil fuel-based heating systems towards renewable alternatives, such as electric heat pumps or wood pellet systems, represents a meaningful lever for reducing these emissions, though such conversions require significant investment and careful planning. We asked Marcel Decaret Román, the Energy Manager of GLS Germany, to provide insights into how he has analyzed heating systems in GLS Germany to identify opportunities for such conversions:



Marcel Decaret Román
Energy Manager, GLS Germany

How did you approach the analysis and what was your goal?

"We conducted a comprehensive inventory of all heating systems within our organisation, categorising them by year of construction, capacity, type of heating, and whether they serve offices or warehouses. Our primary goal was to identify systems over 30 years old or those that will reach this age by 2030, to determine which systems need to be replaced."

What insights did you gain into the heating situation of GLS Germany?

"The project revealed valuable insights into the age and efficiency of our heating systems. We discovered that several systems are nearing the end of their operational life and will need replacement to comply with new regulations. We also identified challenges in sourcing renewable gas and spatial constraints for installing heat pumps at some depots."

What strategy did you develop based on these findings?

"Based on our findings, we developed a phased replacement strategy. We will prioritise replacing the oldest systems first, ensuring compliance with the new regulations. For gas-to-gas replacements, we will incorporate at least 65% renewable gas. We also plan to address the spatial and technical challenges of installing heat pumps and will work closely with heating experts to design and implement these systems. A budget has been established based on recent heating system replacements."

Read here more from Marcel about fleet electrification, energy management strategies, and the challenges that come with the transition in an interview from February 2025.

[53] These are our Scope 1 & 2 emissions. Scope 1 emissions are the direct emissions from operations owned or controlled by GLS. Scope 2 emissions are the indirect emissions associated with the generation of purchased electricity, heating or cooling by GLS.

Insights from GLS Canada: Driving Efficiency and Emission Reduction

GLS Canada applies a holistic approach to lowering GHG emissions across its operations, combining fleet electrification, energy-efficiency measures in its facilities, and data-driven performance improvements.



Electric and Low-Emission Transport Fleet[54]

To address transport-related emissions, GLS Canada continuously expands the electric and low-emission transport vehicle fleet[55]. As of December 2025, the fleet includes six electric trucks, 32 electric vans and four electric yard tractors. Four CNG trucks complement this transition on long-haul routes where full electrification is not yet feasible.

Reducing Idling Emission

Since late 2024, the nationwide Idle Awareness Program combines driver training with the installation of Webasto cabin heaters. These heaters warm the vehicle cabin without running the engine. Between April 2025 and the end of March 2025, the initiative avoided more than 18,000 engine-idling hours, directly reducing fuel use.



Charging Infrastructure

More than 60 charging stations are installed across Canada, including a decommissioned 53-foot trailer converted into a mobile charging unit with six charging ports, enabling the rapid deployment of electric vehicles at any location.



Data-Driven Fleet Management

GLS performs ongoing analysis of overall fleet performance, identifying areas for improvement and implementing measures to optimise efficiency and reduce emissions per delivery. As a SmartWay Transport Partner[56], GLS Canada participates in a North American program administered by the U.S. Environmental Protection Agency (EPA) that recognises carriers for operating more efficiently and with lower fuel use. Through the SmartWay Certified Carrier Program, GLS Canada gains access to tools for measuring, benchmarking and continually improving transportation efficiency - further supporting data-driven decision-making.

[54] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[55] Ibid

[56] Learn more about SmartWay here: https://www.epa.gov/smartway/learn-about-smartway and view the Smart Way certificate here: https://cloud.gls-group.com/CA/images/GLS-Canada_Smartway-Certificate.png

LEED Certified Head Office

Since 2018, GLS Canadas head office in Dorval has been LEED[57] Gold certified[58]. The building is heated by geothermal power and has a planted roof. Furthermore, rainwater is stored to fill the toilet tanks and, green spaces take up nearly 30 % of the total area.

Electrifying Depot Operations

Several key depots, including Quebec, Sherbrooke and Dorval, are switching their propane forklifts to electric, lowering emissions in parcel-handling activities.

Industry Engagement

In October 2025, GLS Canada hosted the Propulsion Québec Rendez-vous at its Montreal facilities to support the decarbonisation of the transport sector. The half-day event explored the decarbonisation of urban transportation and the role of artificial intelligence in the electric vehicle sector. Mélanie Camara, Director of Environment and Sustainable Development at GLS Canada, participated as a panelist alongside industry peers.



[57] Leadership in Energy and Environmental Design (LEED) is an international rating system for sustainable buildings. This certification indicates that the building meets stringent criteria in areas such as energy efficiency, water savings, materials selection and sustainable site development. Further information about LEED is available at: https://www.usgbc.org/leed

[58] View GLS Canada's LEED certificate here: https://cloud.gls-group.com/CA/downloads/GLS-Canada_LEED-Certificate.pdf

Business Travel

As an international logistics company, GLS operates numerous hubs, depots, and offices across Europe and North America. We prioritise keeping our employees connected through online meetings and virtual teamwork tools. However, we recognise the importance of face-to-face interactions, especially for our management colleagues working in a multinational context. In response to the environmental impact of our travel activities, we are committed to reducing business travel whenever feasible. Additionally, we prioritise the use of electric company cars for essential travel.

Air Travel

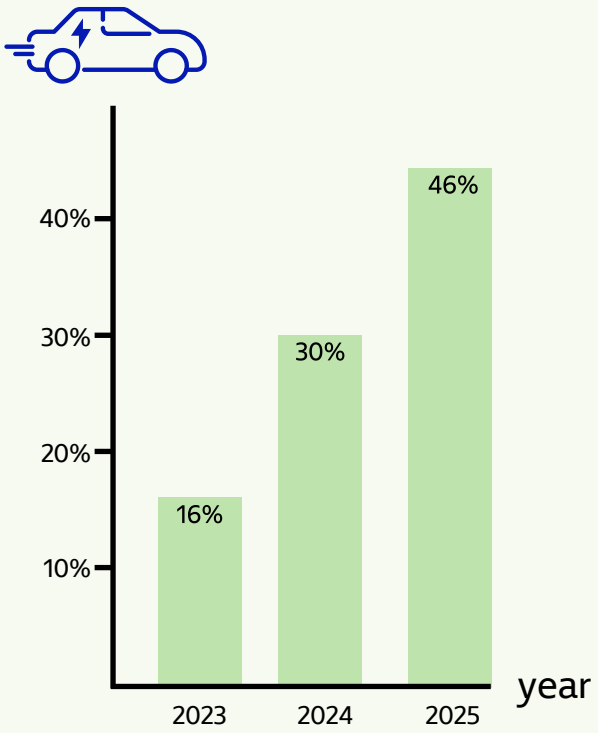
While we strive to reduce business travel whenever feasible, we recognise its necessity on certain occasions. In 2025, we observed a 51% decrease in business travel by air in comparison to 2024. Air travel makes up only 0,1% of our total emissions.

Company Cars

GLS continues to accelerate the transition to a fully electric company car fleet, aiming for 100% electrification by 2030. As of the end of December 2025, the share of electric company cars has reached 46%. To put this into perspective, this means that we increased the number of full battery electric company cars by 44% since December 2024.

Driving this progress, GLS Belgium, GLS Austria, GLS Denmark, GLS Finland, GLS Ireland, GLS Netherlands, GLS Portugal, GLS Spain and GLS Canada have surpassed the 50% mark. GLS Netherlands has been a particularly strong example, reaching their target of 60% electric company cars by the end of 2025. Since early 2024, GLS Netherlands employees entitled to a lease car can only select an electric model. In GLS Spain, this progress has been driven by partnerships with vehicle manufacturers including Ford, Polestar, Tesla, and Volkswagen, supporting the gradual electrification of the company car fleet.

Share of Electric Company Cars in GLS Group
as of end of December of each calendar year



Environmental Services

We are aware that every parcel and its related logistics and transport processes have an impact on natural resources and cause GHG emissions. Besides our own efforts to decarbonise our processes, we offer our customers opportunities to better understand this impact and to help reduce the environmental impacts associated with their supply chain.

Customer GHG Emission Report

GLS offers GHG emission reporting on request for our customers. These reports support customers in understanding their logistics-related GHG emissions and can form the basis for their own disclosures. The service is available in 21 countries across the Group, and in 2025 GLS prepared more than 2,000 customer emission reports. The reports include key transport-related indicators such as total CO_2 emissions, transported tonne-kilometres (tkm), and emission intensity values (CO_2 per tkm). The calculation methodology used for GLS customer emission reporting is ISO 14083[59] certified, providing a consistent and quality-assured basis for emission data. GLS applies principles aligned with the Global Logistics Emissions Council (GLEC) Framework, which provides a structured methodology for calculating and reporting GHG emissions in freight and logistics. GLS is also a member of the Smart Freight Centre, an international non-profit organisation focused on reducing the environmental impact of global logistics, fostering industry collaboration to standardise emissions accounting, and accelerating logistics decarbonisation solutions.

Out-of-Home Delivery Solutions

With more than 26,800[60] parcel lockers and over 109,200 parcel shops[61] in operation across Europe as of end of March 2026, GLS is expanding out-of-home (OOH) delivery solutions that give recipients greater flexibility in choosing when and where they receive their parcels. By consolidating deliveries at convenient locations, parcel lockers and shops can help GLS optimise transport routes and reduce distances driven, potentially lowering emissions associated with failed first-delivery attempts and unnecessary last-mile journeys[62].



[59] ISO 14083:2023 provides a standardised methodology for quantifying GHG emissions from transport chain operations. The 2024 Verification Statement is available here on our website. The verification statement for FY 2025 is pending and will be published on the same page once available.

[60] Owned and partners.

[61] Ibid.

[62] Emissions generated by the consignee, such as those resulting from traveling to the OOH delivery point, are not included, as consignee travel behaviour lies beyond GLS's operational boundaries and GLS has no influence over individual collection choices.

Reusable Packaging

To promote reusable packaging solutions that help customers reduce waste in their shipping process, GLS Germany has partnered with the reusable-packaging providers hey circle and Boomerang since August 2024. Through this collaboration, customers gain access to durable reusable shipping bags that can replace up to 50 single-use packages[63].



Financing Climate Protection Projects

Beyond our Group-wide initiatives to gradually reduce emissions, in FY 2025/2026 some countries also finance climate protection projects at national level. In Austria, Belgium, and Slovenia, GLS entities finance climate protection projects through the acquisition of a determined volume of carbon credits[63A]. In Germany, the Netherlands, Portugal, and Spain, GLS entities offer to clients a contribution services to clients[63B]. This service is available upon customer's individual request. Further information is available on page 37f. or visit https://gls-group.com/GROUP/en/carbon-offsetting/.

[63] Further information here.

[63A] The volume of purchased carbon credits is calculated with reference to the respective company's Scope 1, 2 and 3 emissions, determined according to the GHG Protocol.]

[63B] The contribution service finances climate protection projects in a volume calculated on the basis of the number of customer parcel and freight deliveries multiplied by the value corresponding to the average CO2/parcel for the relevant country

Climate Protection Projects



In FY 2025/2026 several GLS countries[64] also invested in climate protection projects[65] outside our own supply chain in addition to our Group-wide initiatives to gradually reduce emissions. Although these projects do not have an impact on our own corporate carbon footprint, they contribute positively to global climate efforts. In 2025, the climate protection projects supported by GLS countries[66] have promoted the expansion of renewable energy through solar and wind in India and Vietnam and supported the distribution of improved cooking stoves in Ghana. In addition, GLS Germany financed an afforestation project in Colombia. These projects make an important contribution in several dimensions, as they preserve biodiversity, expand local infrastructure, and create employment opportunities. In addition, each project contributes to the Sustainable Development Goals.

GLS worked with *ClimatePartner GmbH* (Munich, Germany) on multiple certified climate protection projects[67].

For more details on individual countries' activities spanning from April 1, 2025 to March 31, 2026, please visit *our homepage*.

[64] In Austria, Belgium, and Slovenia, GLS entities purchased carbon credits in a volume that are calculated with reference to the respective company's Scope 1, 2, and 3 emissions, while in Germany, the Netherlands, Portugal, and Spain, GLS entities offered contribution services to clients.

[65] The climate protection projects, the respective GLS countries invested in, are listed on page 38.

[66] See footnote 64.

[67] See footnote 65.

Climate Protection Projects Invested in by GLS[68] in FY 2025/2026

Project Region and Country	Project Type	Certification Standard	Project Description
Supported climate protection projects that avoid atmospheric emissions being emitted into the atmosphere:			
Gadhsis, India	Wind Energy	Gold Standard VER[69]	This project generates energy with 143 wind turbines, corresponding to a total capacity of 300MW. It contributes to climate protection, as this amount of energy would have otherwise been generated by fossil fuel power plants . In addition, the region's sustainable development is supported through the creation of jobs in conjunction with training and the promotion of education, such as the opportunity for students to attend local schools.
Guttigoli, India	Solar Energy	Gold Standard VER[69]	This project in Guttigoli village, India generates clean and affordable power from a 100MW solar plant for the Indian national grid, reducing reliance on fossil fuels and preventing greenhouse gas emissions from fossil fuel based thermal power stations. Beyond clean electricity, the project supports sustainable development in local communities by providing books, furniture, and other infrastructure to underfunded schools. It also organises music and talent events to promote extracurricular development for school children.
Gia Lai, Vietnam	Wind Energy	Gold Standard VER[69]	With a long coastline of more than 3,260 km, Vietnam has great potential for generating renewable energy through its seas and wind. The Nhon Hoa 2 Wind Power Project in Gia Lai aims to harness this potential by generating renewable energy through wind power. The project has a total installed capacity of 50MW, consisting of 10 wind turbines of 4.2MW capacity and two wind turbines of 4MW capacity, all connected to the national grid. This will partially substitute the electricity currently fed into the grid by the thermal power plants, thus contributing to an overall sustainable development of the region on social, environmental and economic levels.
Gyapa, Ghana	Improved CookStove	Gold Standard VER[69]	In Ghana, many families traditionally cook with wood or charcoal on inefficient "Coal Pots". High fuel consumption is one of the main causes of deforestation. In addition, charcoal is produced in emission-intensive way. The Gyapa Improved Cookstove Project replaces "Coal Pots" with efficient Gyapa stoves, which absorb and store heat better through ceramic cladding, resulting in 50-60% less fuel consumption and reduced cooking time. The project also improves air quality in homes, benefiting women and children in particular, and supports local manufacturing. Over 835,000 stoves have been sold, improving the lives of more than 4 million people in Ghana.
Supported climate protection projects that enhance the removal of emissions from the atmosphere:			
Vichada, Colombia[70]	Reforestation	Gold Standard VER[69]	This project in Vichada, Colombia, combines sustainable forest management with ecosystem restoration. It promotes afforestation and reforestation activities for high-quality timber production while protecting the region's biodiversity, water balance, and soil stability. Afforestation covers about 13,000 hectares, and 8,000 hectares are designated for forest conservation, protecting the natural CO_2 storage capacity of trees. Thereby, healthy ecosystems can develop, their inter-connectivity is ensured and the habitat of many plant and animal species is protected.

[68] In Austria, Belgium, and Slovenia, GLS entities purchased carbon credits in a volume that are calculated with reference to the respective company's for Scope 1, 2, and 3 emissions, while in Germany, the Netherlands, Portugal, and Spain, GLS entities offered a contribution services to clients.

[69] Gold Standard VER (GS VER): The Gold Standard VER (Voluntary Emission Reduction) is a certification for projects that reduce carbon emissions and promote sustainable development. It ensures that projects contribute to the well-being of local communities and the environment. For more information, visit: Gold Standard Website.

[70] Volume exclusively used by GLS Germany.

Corporate GHG Footprint

Understanding our environmental impact is the foundation of our decarbonisation journey. We consistently measure our impact through our annual corporate GHG footprint, which quantifies the amount of GHG emissions generated across GLS over the course of the calendar year and helps us monitor Group-wide resource consumption and associated emissions.

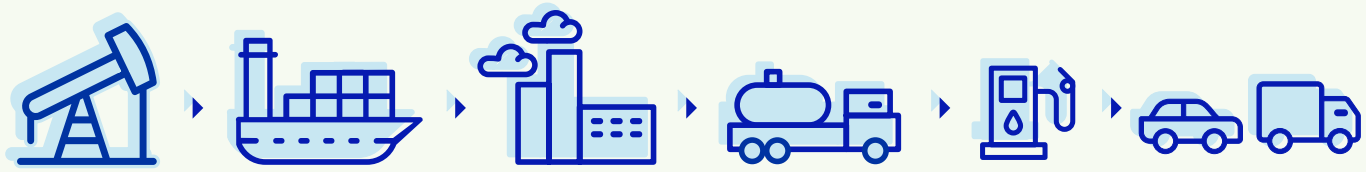
GHG Emission Calculation

We report our GHG emissions Group-wide in accordance with the Greenhouse Gas Protocol (GHG Protocol) and include Scope 1, 2, and 3[71] emissions in our calculation. Our emissions are calculated on a Well-to-Wheel (WTW) basis, meaning we consider the full life cycle, from fuel generation to its actual use. We disclose our emissions in carbon equivalents (CO2e), which means that other greenhouse gases (e.g., methane) are also considered. A detailed overview of our Scope 1, 2 and 3 categories and our reporting approach is available in the Basis of Reporting.

As transport activities account for 88% of our total corporate GHG footprint in 2025, they have the most significant impact on our emissions. For this reason, we place particular importance on the robust and reliable calculation of our transport emissions. Our calculation methodology is based on ISO 14083, an internationally recognised standard for quantifying and reporting GHG emissions from transport operations. GLS obtained the ISO 14083 verification statement for 2024 in 2025[72], and verification for 2025 is currently in progress.

To remain closely connected to evolving industry practices in emissions accounting and developments in logistics decarbonisation, GLS Group joined Smart Freight Centre during the year. Smart Freight Centre is an international non-profit organisation focused on reducing the environmental impact of global logistics, fostering industry collaboration to standardise emissions accounting, and accelerating logistics decarbonisation solutions across the industry.

Wheel-to-wheel explained



[71] GLS reports emissions related to its subcontracted transport fleet (Europe and part of North America) within Scope 3 and its own transport fleet (most of North America) within Scope 1. Scope 3 emissions are all indirect emissions (not included in Scope 2) that occur in the value chain of GLS, including both upstream and downstream emissions. Further details to be found under GLS Reporting Criteria

[72] ISO 14083:2023 provides a standardised methodology for quantifying GHG emissions from transport chain operations. The 2024 Verification Statement is available here on our website. The verification statement for FY 2025 is pending and will be published on the same page once available.



Scope 1 - Direct

Direct emissions from sources owned or controlled by GLS, including the combustion of fuel and operation of facilities. This also includes emissions from our own transport fleet (most of North America).

Scope 2 - Indirect

Indirect emissions from the consumption of purchased electricity, heat, steam, and cooling for own use.

Scope 3 - Indirect

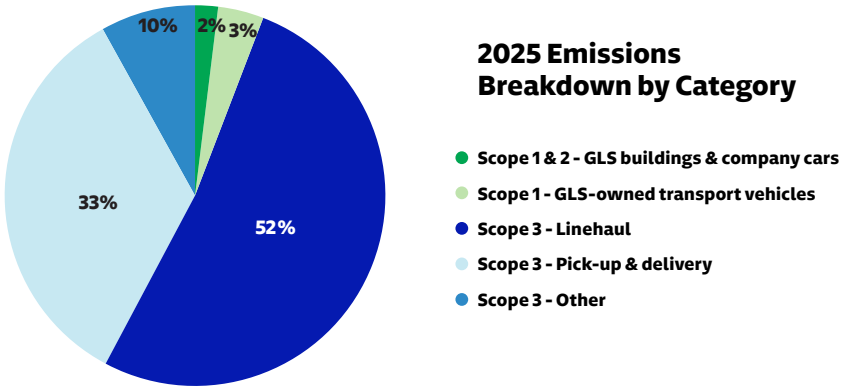
All other indirect emissions that occur in GLS' value chain, including those related to our subcontracted transport fleet (Europe and part of North America).



GHG Emission Performance

Measuring our emissions enables us to assess the impact of our operations and to monitor the effectiveness of our decarbonisation measures over time. Our corporate carbon footprint demonstrates the progress achieved through the implementation of our strategy.

In 2025, our footprint indicates positive progress, as we reduced our total market-based[73] GHG footprint by around 4% compared to the previous year, amounting to 1,167 Kt CO_2e in 2025. This decrease is driven by the ongoing transformation of the subcontracted and owned transport fleet towards electric and low-emission vehicles[74], reflecting the impact of decarbonisation measures implemented across the network.



GHG Emissions Performance (CO_2e '000 tonnes)[75]

	2024	2025
Scope 1	73.9	62.4
Scope 2 market-based	4.6	5.4
Scope 2 location-based	27.5	26.8
Scope 3 market-based	1,131.8	1,099.6
Scope 3 location-based	1,157.3	1,123.5
Total market-based	1,210.3	1,167.4
Total location-based	1,258.7	1,212.7

[73] The location-based method is "a method to quantify Scope 2 GHG emissions based on average energy generation emission factors for defined locations, including local, subnational, or national boundaries." (World Resource Institute, 2015) whereas the market-based method is "a method to quantify Scope 2 GHG emissions based on GHG emissions emitted by the generators from which the report contractually purchases electricity bundled with instruments, or unbundled instruments on their own."

[74] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

[75] GLS' emission data reflects the calendar year rather than the financial year. A detailed description of the Scope 1, 2 and 3 calculation methodology is available at reporting criteria.

Scope 1 & 2

Scope 1 and 2 emissions cover direct and energy-related emissions from GLS' own operations. A large proportion stems from transport emissions of our own fleet, which we operate in Canada. Additional emissions arise from the operation of GLS locations, including on-site vehicles such as shunters and forklifts, company cars, as well as the heating and cooling of our buildings and the operation of GLS-operated parcel lockers.

In 2025, Scope 1 & 2 emissions accounted for more than 5% of our total GHG emissions. As is characteristic of an asset-light parcel delivery company, the vast majority of emissions are attribuTable to Scope 3. Nevertheless, developments in Scope 1 and 2, particularly in relation to renewable electricity sourcing, supported the year-on-year decrease.

Against this background, combined **Scope 1 & 2 emissions declined by 14% in 2025 compared to 2024**, driven by developments across both categories.

Scope 1 emissions decreased by 16% compared to the previous year. This includes a reduction of 6% reflecting tangible operational progress, driven primarily by the continued expansion of the electric company car fleet and the transformation of our own transport fleet in North America. The remaining 10% are attributable to adjustments in the emissions factors for biodiesel applied to our transport emissions.

Scope 2 emissions reflect a change in reporting scope. In 2025, Scope 2 emissions include for the first time emissions from the electricity use of GLS-operated parcel lockers. This expansion resulted in a 17% increase in Scope 2 market-based emissions compared to the previous year. However, on a like-for-like basis, excluding these parcel lockers, Scope 2 emissions declined by 5%, reflecting the positive impact of measures taken, such as a higher share of renewable electricity, enhanced energy efficiency in depots, and additional operational improvements.

A key driver of this development is the continued expansion of renewable electricity across GLS operations. In 2025, renewable electricity usage reached 97% across GLS-operated sites in Europe and 83% globally. Growth was driven by a 36% increase in self-generated renewable electricity and a 14% increase in purchased renewable electricity compared to the previous year.

Scope 3

Scope 3 emissions comprise all indirect emissions that occur along the value chain outside of our own operations. Transport activities represent the dominant share of Scope 3, emissions as we primarily work with transport partners and therefore do not own the majority of our transport fleet. The remaining Scope 3 emissions include, for example, capital goods, employee commuting, franchises, and business travel.

Scope 3 emissions accounted for around 88% of GLS' total market-based GHG emissions in 2025, with transport emissions representing around 90% of total emissions. This makes transport the most significant driver of GLS' overall emissions performance and a central focus area for decarbonisation.

In 2025, absolute market-based Scope 3 emissions decreased by 3% compared to the previous year, primarily driven by lower emissions from subcontracted transport.

This improvement reflects concrete progress in fleet decarbonisation and transport efficiency. During the year, we continued to expand the owned and subcontracted electric and low-emission vehicle[76] fleet, reaching more than 8,200 such vehicles, an increase of 24% compared to 2024. Electric trucks are now deployed on line-hauls in eight countries, and HVO-fueled vehicles operate across six markets. These measures[77] resulted in a 5% reduction in absolute transport emissions.

Focusing specifically on the parcel business, which accounts for 77% of total GHG emissions, the above mentioned effects resulted in a 7% reduction in transport emissions per parcel[78] compared to 2024. This figure represents the relative development of transport emissions from local traffic and linehaul operations in comparison to the amount of parcels transported within our network.

[76] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

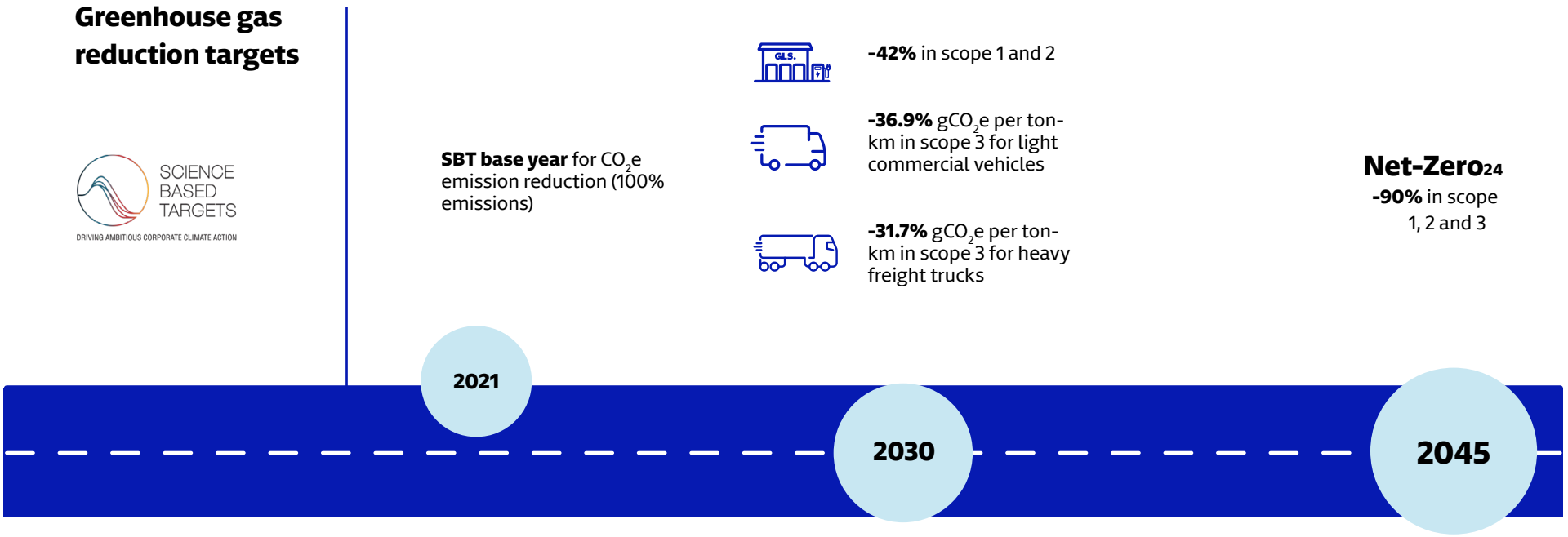
[77] Including the effects of improved data quality and updated transport emission factors for the North American vehicle fleet.

[78] This figure represents the relative development of transport emissions from local traffic and linehaul operations in comparison to the amount of parcels transported within our network.

Our Journey to Net-Zero[79]

In 2024, GLS took a meaningful step by setting science-based targets, reinforcing our commitment to a clear and credible path towards net-zero by 2045[80] in line with the SBTi. As part of this process, we defined both near-term and long-term GHG emission reduction targets.

The 2025 results demonstrate clear progress and show that we are on a solid trajectory towards achieving our near-term science-based targets.



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

[80] Ibid

Progress on Scope 1 & 2 Decarbonisation

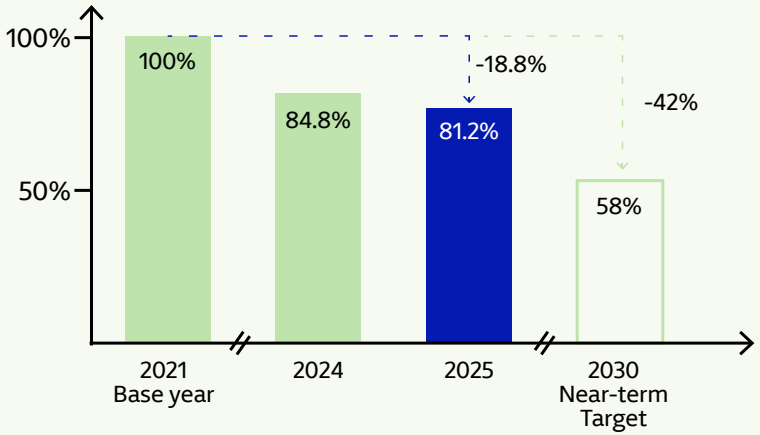
For Scope 1 and 2, GLS has set the target to reduce absolute GHG emissions by 42% by 2030 from a 2021 base year.

In 2025, Scope 1 and 2 emissions decreased by 4.3% compared to 2024. Compared to our base year, we have reduced Scope 1 and 2 emissions by 18.8%, demonstrating continued progress towards the target.

This progress was mainly driven by the transformation of the North American transport fleet. At the same time, we are continuing to drive progress through a steadily increasing share of renewable electricity, the transition to more efficient and renewable heating systems such as heat pumps, as well as through the ongoing electrification of company cars.

Result Scope 1 & 2[81]

Percentage change in absolute scope 1 & 2 emissions compared to the base year



[81] To ensure consistent and comparable reporting, the 2021 base year and the 2024 figures have been recalculated to reflect updated emission factors, changes resulting from mergers and acquisitions, and improvements in data quality and availability since the submission of our SBTs in 2024.



Progress on LCV and HFT Decarbonisation

Due to the transport-intensive nature of our business as a parcel logistics provider, transport operations accounted for 88% of GLS' total emissions in 2025, making this a key focus area for our decarbonisation efforts.

At the same time, effective decarbonisation in transport requires a differentiated approach, as light commercial vehicles (LCVs)[82] and heavy freight trucks (HFTs)[83] present distinct challenges, for example in terms of technology availability, operational range, and the maturity of electrification solutions.

Taking these differences into account, GLS has established separate well-to-wheel targets for LCVs and HFTs by 2030 against a 2021 baseline in line with the SBTi:

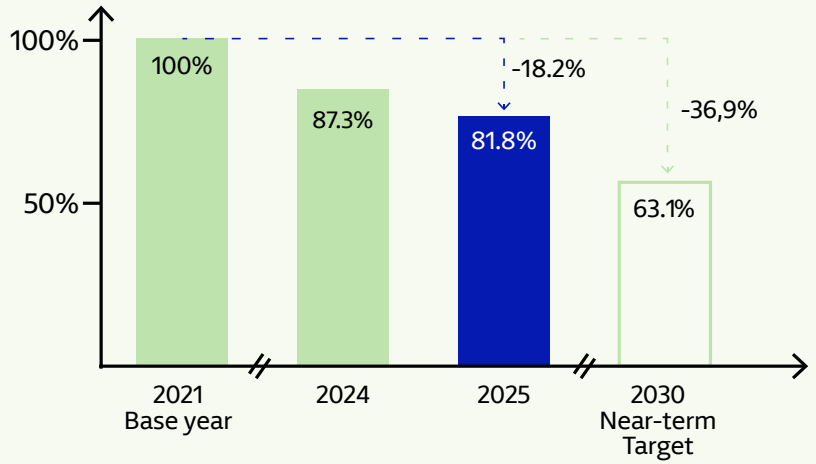
- 36.9% reduction per tonne-kilometre for LCVs
- 31.7% reduction per tonne-kilometre for HFTs

In 2025, we made measurable progress against these targets. GLS reduced LCV emissions by 6.3% and HFT emissions by 5.1%. Relative to the 2021 base year, this represents a cumulative reduction of 18.2% for LCVs and 12.3% for HFTs.

GLS has made strong progress towards our LCV targets, primarily driven by continued efficiency improvements and the rapid electrification and adoption of low-emission vehicles[85] in the last-mile fleet. Compared to heavy freight segments, electric and low-emission technologies for vans are already widely available and operationally viable, with sufficient range and charging infrastructure in many of GLS' core markets. This enables us to scale electrification efficiently, supported by ongoing optimisation of routes, load factors, and vehicle utilisation.

Result Scope 3 Light Commercial Vehicles[84]

Percentage change in emissions per tonne-kilometre for LCVs compared to the base year



[82] Light Commercial Vehicles are vehicles with a gross vehicle weight rating of up to 7.5 tonnes.

[83] Heavy Freight Trucks are vehicles with a gross vehicle weight rating exceeding 7.5 tonnes.

[84] To ensure consistent and comparable reporting, the 2021 base year and the 2024 figures have been recalculated to reflect updated emission factors, changes resulting from mergers and acquisitions, and improvements in data quality and availability since the submission of our SBTs in 2024.

[85] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

Results Scope 3 Heavy Freight Trucks[86]

Progress in reducing emissions from HFTs is advancing as well, although at a more gradual pace. Emission reductions in this area are mainly driven by operational efficiency improvements, including improved network design and higher load efficiency, alongside the increasing use of alternative fuels such as biofuels. At the same time, the transition to electric and low-emission technologies of trucks remains more complex, reflecting factors such as technology availability, vehicle range, infrastructure development, and total cost of ownership.

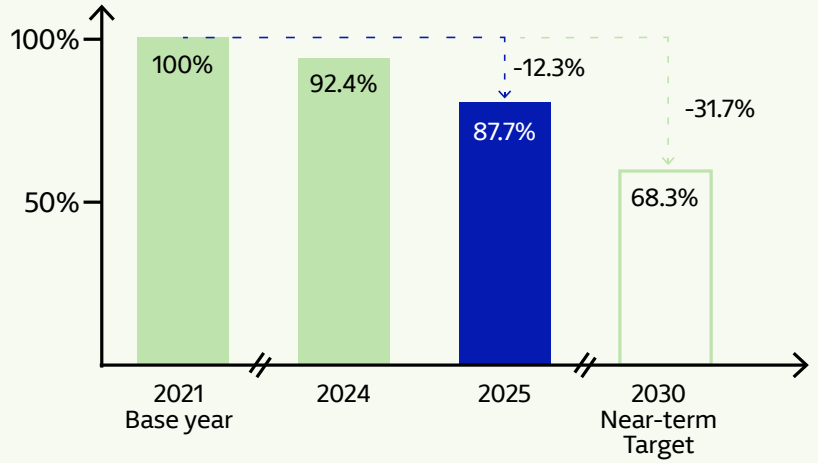
For example, the expansion of electric trucks is currently constrained by limited public charging infrastructure, longer charging times and restricted grid capacity at GLS locations. To address these challenges, GLS is cooperating with public charge point operators (e.g. Milence) to secure access to charging hubs. New public Megawatt Charging Systems (MCS) are expected to reduce charging times and costs. However, limited grid capacity remains a key constraint, with upgrades taking up to seven years in some locations[87] and delaying the installation of on-site charging infrastructure.

Looking ahead, GLS expects the decarbonisation pace in the HFT segment to accelerate as technological maturity improves and infrastructure continues to expand. Against this backdrop, the majority of emission reductions in this category are anticipated to materialise in the later years leading up to 2030.

Overall, the results demonstrate that GLS is making consistent progress in advancing our decarbonisation across operations and transport activities and we are on track to achieve our near-term SBTs.

Result Scope 3 Heavy Freight Trucks

Percentage change in emissions per tonne-kilometre for HFTs compared to the base year



[86] To ensure consistent and comparable reporting, the 2021 base year and the 2024 figures have been recalculated to reflect updated emission factors, changes resulting from mergers and acquisitions, and improvements in data quality and availability since the submission of our SBTs in 2024.

[87] Responses from electricity providers to grid connection upgrade requests in Germany.

Pollution of air

Our reporting scope includes air pollution of our own company car and transport vehicle fleet. Our electrification strategy of our transport and company vehicles delivers important co-benefits for decreasing local air pollution. The transition to electric vehicles, cargo bikes, and optimised routing simultaneously reduces nitrogen oxides and particulate matter emissions in urban delivery areas, key pollutants that affect air quality. Over 8,200 electric and low-emission vehicles[88] are in operation across the GLS network as of the end of December 2025. Furthermore, these vehicles are quieter, thereby reducing noise pollution

.

Air Pollution from Own Fleet (in kg)

CO	102,851
NOx	52,599



[88] This means vehicles that during driving operation use only electricity or fuels that create lower emissions than diesel or gasoline fuel (e.g. HVO, biogas, natural gas such as LNG, LPG, CNG). Further, this also includes parcel deliveries on foot (as of today, only applicable for GLS Spain).

Social Commitment

With over 24,000 colleagues from diverse backgrounds an international network connecting people and businesses across more than 50 countries we are committed to being an inclusive employer and trusted business partner, making a positive impact on the communities we serve.

50 Diversity

51 Equity & Female Representation

53 Inclusion

55 Career Management and Training

57 Wellbeing and Responsible Labour Practices

59 Employee Health and Safety

63 Community Engagement



Diversity

Our workforce of more than 24,000 employees reflects the diversity and scale of GLS' operations across countries, functions and backgrounds. Approximately 22% of employees work in administrative roles, while around 78% support operational activities such as parcel handling and sorting within our network.

HR Governance Approach To support this broad workforce, Corporate HR develops Group-wide frameworks and guidance, while local HR teams adapt initiatives to country-specific needs and organisational structures.

Our DEI Ambition At GLS, we aim to foster a workplace where employees feel respected, supported and able to contribute regardless of their background or personal circumstances. We are committed to providing equal opportunities and promoting fair and respectful working environments across our organisation.

Our Diversity Commitment

- fostering an inclusive workplace culture built on respect and fair treatment
- supporting equal access to development and career opportunities
- encouraging collaboration across functions, teams and countries
- strengthening diverse perspectives and experiences across the organisation

"We prioritise our people, guided by our values, from candidate experience and onboarding to development and offboarding. Through open dialogue and dedicated programs, we support our diverse employees in reaching their full potential. Together, we can go anywhere!" **- Andrea Eckhardt, *Head of GLS Group HR***



Equity and Female Representation

The logistics sector has traditionally been male-dominated, particularly in operational and leadership roles. At GLS, we continue working to foster an inclusive and equitable workplace by combining Group-wide guidance with local initiatives across our countries. We aim to create an environment where employees feel respected, supported and able to contribute regardless of gender, age, background or personal circumstances.

Group-Level Initiatives

In FY 2025/2026, GLS rolled out guidance on inclusive recruitment and diverse talent development across the organisation. The guidance was integrated into GLS' succession planning processes to support the development and promotion of female employees. These efforts contributed to a 10-percentage point increase in female promotions and a one percentage point increase in female representation in leadership positions compared to the previous reporting year. We now have 27% female representation in leadership positions[89] across GLS Group.

At the end of 2024 we introduced new values to the organisation that further strengthen both DE&I and the broader company culture, have now been rolled out across all countries and integrated into recruitment, performance management and employee development processes.

In addition, all GLS countries within the scope of the EU Pay Transparency Directive initiated the required preparatory measures during FY 2025/2026 and are working towards readiness for national legal implementation beginning in June 2026.

Discrimination & Harassment

Discrimination and harassment awareness training is delivered locally across GLS countries. During FY 2025/2026, more than 40% of employees across the Group participated in related training[90].

Management level[91]	FY2023/24 (%)		FY 2024/25 (%)		FY 2025/26 (%)	
Split	♀	♂	♀	♂	♀	♂
Senior management	16%	84%	19%	81%	14%	86%
Management	26%	74%	27%	73%	22%	78%
Other employees operational	23%	77%	26%	74%	25%	75%
Other employees administrative	55%	45%	49%	51%	52%	48%

[89] Leadership positions include Senior Management and Management roles across both operational and administrative functions. The combined number came to 26% in 2024/25, whereas the 2025/26 number accumulated to 27%

[90] Calculated across all GLS subsidiaries excluding GLS Germany due to unavailable data at the time of reporting.

[91] Due to rounding, totals may not always add up to 100%

Local Equity Initiatives

Spain - Equality Plan:
GLS Spain approved and signed a new Equality Plan in collaboration with employee representatives. The plan reinforces the company's commitment to equal opportunities, diversity and respectful working environments through dedicated measures and policies, including objective compensation criteria and transparent development paths.

Denmark - Inclusion and Fair Recruitment Practices:
GLS Denmark continued strengthening its inclusive workplace culture through regular wellbeing surveys covering both hourly paid and salaried employees. The surveys include questions related to psychological safety, harassment, equal opportunities and employees' sense of inclusion within the organisation, supporting ongoing monitoring of workplace culture and employee wellbeing.

In addition, GLS Denmark aims to include all genders in second-stage interviews for leadership positions to support fairness and equal opportunity throughout the recruitment process while continuing to select candidates based on qualifications and experience.

Spain - Women in Logistics Event:
GLS Spain participated in the "Women in Logistics" event, highlighting the role of women in the transport and logistics sector. The event brought together professionals to discuss career development, leadership, and diversity in the industry.



Inclusion

At GLS, our team comprises individuals from diverse cultural backgrounds, age groups, and varying abilities, enriching our work environment with a wide range of perspectives and experiences. Inclusion isn't just a feature for us; it's a fundamental aspect of our daily operations. Recognising that each of our locations has specific needs and unique cultural compositions, we prioritise inclusion initiatives at the country or depot level.



Case Study Spain: Strengthening Workplace Inclusion

Building Inclusion Through Dedicated Structures

In 2025, GLS Spain marked the first anniversary of its Diversity Department, established in April 2024 to strengthen diversity and workplace inclusion across the organisation. Since its creation, the department has introduced initiatives focused on inclusive recruitment, onboarding, training and employee retention, contributing to a 56% increase in the hiring of people with disabilities within its first year. The department further strengthened inclusion through disability disclosure programmes, specialised training for management and middle management, partnerships supporting diverse talent recruitment and the integration of diversity criteria into operational processes. In recognition of these efforts, GLS Spain received the "Best Corporate Practices Award" at the MF TALENT Talent and Innovation Awards, highlighting the company's commitment to workplace inclusion and the employment of people with disabilities.

Encouraging Awareness and Dialogue

On the International Day of People with Disabilities, GLS Spain hosted a workshop with Paralympic judoka Marta Arce titled "The Difference that Adds Value". Through her personal and professional experiences, she shared perspectives on resilience, diversity and inclusion, encouraging employees to view diversity as a strength for both individual and collective growth.

Partnerships Supporting Access to Employment

GLS Spain expanded its partnerships to support employment opportunities for people with disabilities and individuals at risk of social exclusion. Through its collaboration with Fundación "la Caixa" and its Incorpora Programme, GLS Spain committed to sharing vacancies across its corporate offices and agency network with organisations specialised in labour integration. Through this initiative, more than 550 GLS business partners across Spain gained access to a network of local social organisations supporting inclusive employment and employability. In addition, GLS Spain continued its collaboration with Fundación ONCE to further promote the hiring of people with disabilities and strengthen awareness around workplace inclusion.

Inclusive Operations and Recruitment

GLS Spain further strengthened collaboration with Special Employment Centres in Málaga and Tenerife to support labour inclusion for people with disabilities. These partnerships help create more inclusive employment opportunities within operational logistics environments. The company also participated in the XV Job Fair for People with Disabilities of the Community of Madrid, supporting access to employment opportunities for diverse talent.

Career Management and Training

GLS provides a range of targeted training and professional development programmes to enhance employees' abilities and enable them to reach their full potential. The 'New Level Work' coaching programme aims to support the development of managers and help them become effective leaders; it is offered across all GLS countries. In addition, the business runs interactive leadership development sessions to support leadership in a number of areas including transformation, recruitment and onboarding, development and succession planning.

Each of GLS' subsidiaries implements tailored employee training programs, including talent development initiatives to support employees' growth and development.

Enhancing Employee Experience

We believe that integrating our Vision, Mission, and Values (p.9) throughout the entire employee journey is key to strengthening our culture of diversity, equity, and inclusion, ultimately fostering greater employee engagement and retention. By aligning our internal practices closely with our company values, we reinforce our commitment to being an inclusive and responsible employer.

GLS supports employee development through a Group-wide People Development Toolkit that provides managers with structured processes for performance management, development dialogues, career planning, succession planning, and individual development planning.

The framework helps create consistent development opportunities across the organisation while supporting employee growth and long-term career development. In addition to Group-wide initiatives, countries continue to drive a wide range of local training and development activities tailored to the needs of their employees.

In FY 2025/2026, more than 45% received skills-related training[93] across the Group.

[93] Calculated across all GLS subsidiaries, excluding GLS Netherlands and GLS Denmark due to unavailable data at the time of reporting.

Country Examples

GLS Netherlands - Leadership Development Program:

GLS Netherlands launched a new Leadership Development Program aimed at strengthening managerial capabilities across the organisation. The program includes workshops, mentoring sessions, and performance coaching, supporting long-term professional growth.

GLS Portugal - Sales School:

GLS Portugal has recently established the Sales School, with the aim of professionalising its agency network through certified training led by experienced company professionals. The Sales School seeks to support agencies in becoming a benchmark of commercial excellence in the logistics sector, while also providing strategic support to maximise their performance and create value across the entire GLS ecosystem.



Wellbeing and Responsible Labour Practices

We regularly assess workplace sentiment to better understand employee needs and improve the overall work environment. Through surveys and initiatives across different regions, we aim to gather insights that help guide our ongoing efforts. We further implement wellbeing initiatives across our countries to help employees feel content and healthy at work.

Working Conditions

To support fair, safe and inclusive working environments across the Group, GLS has established an Employee Labor Standard applicable to all direct employees. The standard outlines GLS' commitments regarding social dialogue and representation, diversity and inclusion, gender equality and equal pay, health and safety, and work-life balance. Responsibilities are shared between Corporate and Country functions, enabling local implementation aligned with regulatory requirements and workforce needs. During the reporting period, 100% of employees were covered by relevant employee benefit programmes in line with local legal requirements and company policies.

Social Dialogue

Through its Employee Labor Standard, GLS supports freedom of association and collective bargaining and seeks to provide employees with mechanisms to raise concerns and contribute to workplace improvements.

Child Labour, Forced Labor and Human Trafficking

GLS is committed to preventing modern slavery, forced labour, child labour and human trafficking within its operations and supply chain. As part of IDS, GLS supports internationally recognised human rights and labour standards, including the UN Guiding Principles on Business and Human Rights, the UN Universal Declaration of Human Rights and the International Labour Organization's Fundamental Conventions. We further take a zero-tolerance approach to child labour, forced labour and human trafficking, as set out in the IDS Modern Slavery Statement.

Employee Feedback and Engagement

GLS promotes regular dialogue with employees to better understand workplace experiences, gather feedback and identify opportunities for improvement. Through external and internal employee surveys, feedback channels and local engagement initiatives, countries across the GLS network seek to incorporate employee perspectives into workplace development and organisational decision-making.

Germany - Top Company Award 2026

GLS Germany was awarded the Top Company Award 2026 by kununu for the fifth consecutive year. The award is based exclusively on independent ratings from employees and applicants and is granted to only around 5% of all companies listed on the platform. In 2026, GLS Germany achieved a kununu score of 4.1 out of 5, above the industry average of 3.4, with a recommendation rate of 73%.



Germany - Best Recruiters Study

GLS Germany ranked first in the transport, traffic and logistics sector in the Best Recruiters Study 2025. The study is the largest scientific analysis of recruiting practices in the German-speaking region, assessing 433 employers across 330 criteria, including career websites, job advertisements, response times and the overall candidate journey. In addition to its sector ranking, GLS Germany placed 20th overall among all participating companies in Germany.

Employee Health and Safety

"Logistics is a "people business," which is why we consider Occupational Health & Safety to be an integral part of our corporate culture." **- Adolf-Werner Hardt, *Director Corporate Security & Occupational Health & Safety***

Our Approach

Our organisation's ability to thrive is closely linked to the wellbeing of our employees. Ensuring their health and safety isn't just a policy, it's a core part of our culture. The foundation of our health and safety initiative is the Corporate Occupational Health & Safety (OHS) directive, which provides a structured framework for identifying risks and preventing accidents.

Guided by this directive and the applicable local legislation, each subsidiary develops its own tailored OHS system, ensuring alignment with GLS safety standards while addressing country-specific requirements. We are enhancing our approach by integrating insights from Behaviour-Based Safety (BBS), which emphasizes positive reinforcement to encourage safe workplace practices

Statistics indicate that 85-90% of all occupational accidents worldwide are due to behavioural causes - a challenge that we also face. To sustainably improve safety in the workplace, GLS relies not only on comprehensive training measures but also on insights from behavioural psychology. One key aspect here is the positive reinforcement of safe employee behaviour. By recognising and providing constructive feedback when safe behaviour is displayed, we promote a culture in which OHS is not perceived as a duty, but a mindset.





Health and Safety Highlights

- More than 4,155 managers and supervisors across GLS currently hold an OHS Management Training certification[94]
- More than 3,200 practical driver training sessions were conducted from 1st of April 2025 to 31st March 2026.

Our goal is to motivate employees to behave safely out of inner conviction, because OHS is non-negotiable. The positive accident trend of recent years indicates that this approach is being embraced by employees.

Our Safety Objective

Our objective is clear: minimise work-related accidents and foster a culture of health and safety awareness throughout GLS. We achieve this through proactive communication of our OHS policy to all employees. We further use comprehensive training and continuous education about workplace hazards, ensuring every employee, from our CEO to our warehouse staff, is equipped with the knowledge and tools to work safely.

Coverage and Commitment

OHS management encompasses all employees, including those on temporary and contract arrangements. Coverage extends to all work areas within GLS facilities, wherever legally possible. However, because GLS operates with a Transport Partner model, where delivery staff are typically subcontracted through third-party transport partners, many last-mile drivers are not directly employed by GLS. This limits the enforceability of training obligations and, as a result, road transport activities fall outside the scope of health and safety coverage in most locations. To help close this identified gap, GLS supports transport partners by offering road safety trainings, wherever this is legally permitted.

[94] GLS entities: Serbia, Portugal, Spain, France, Ireland, Austria, Slovakia, Hungary, Germany, and Italy. This number includes only hands-on training and excludes theoretical driver training figures due to inconsistent reporting across entities.

Evaluation

Our approach to managing health and safety is assessed through industry-standard metrics like the Lost Time Accident Frequency Rate (LTAFR), which tracks the frequency of work-related injuries. To discuss operational topics, including health and safety metrics, all our country organisations conduct regular performance review meetings with the GLS Holdings Board. Audits by both the Corporate Occupational Health & Safety Team and the country Health & Safety teams help us gauge the effectiveness of our safety measures.

Employee Involvement

We are committed to ensuring that every GLS team member has a voice in our Occupational Health and Safety initiatives. Mechanisms such as suggestion forms, wellbeing surveys, and employee feedback stations enable our team to express their ideas and concerns, with direct influence on management actions and decisions.

Accidents

Our OHS Team particularly concentrates on enhancing safety in offices and operational facilities, with a special emphasis on the latter there is naturally a higher risk of accidents at work here. Given the nature of our business, many incidents arise in areas involving physical handling, especially manual lifting and carrying. Our approach involves actively engaging employees and their representatives to ensure consistently high safety standards across all GLS locations. Through meticulous reporting and ongoing job hazard assessments and risk evaluations, we continuously enhance and update our safety protocols to better protect our team.

Health and Safety Performance

Metric[95]	2023/24	2023/24	2023/24
Fatalities	0	0	0
LTAFR (per 100,000 hours worked)	1,98	1,72	1,80
Sickness absence[96]	4.73%	5.12%	5.07%

[95] Refers to direct GLS employees only.

[96] The sickness absence rate is the percentage of working hours lost due to sickness.

Local Safety Initiatives

Across GLS, safety is driven through hands-on training that prepares drivers for real-world conditions. Local programmes focus on building practical driving skills, from handling challenging road situations to improving efficiency and vehicle use.



GLS Portugal - The Defensive, Economic and Environmental Driving Training:
The Defensive, Economic and Environmental Driving Training was carried out in 2025 at the Venda do Pinheiro and Aveleda sites. The programme combined theoretical and practical sessions to strengthen safe driving practices, improve efficiency, and promote more environmentally responsible vehicle use. Topics included defensive driving, fuel consumption optimisation, vehicle maintenance, and accident prevention. A total of 28 drivers participated in the training, gaining practical tools to reduce driving-related risks and improve everyday driving behaviour. The training directly contributes to safer driving on the road while supporting more efficient vehicle use across daily operations.



GLS Slovakia - Practical Driver Safety Training:
The Practical Driver Safety Training takes place annually at the Slovakia Ring and has been running for several years. The programme combines theory and hands-on driving, helping couriers build confidence in challenging conditions such as wet roads and aquaplaning. Participants receive a certificate upon completion. To make it more engaging, the training also includes a competitive element, where driving performance is assessed and the top three participants are recognised and awarded.



GLS Germany – Collaborative Training:
GLS Germany delivers driver safety training in collaboration with partners such as Deutsche Verkehrswacht, ADAC, ACE, and the German Driving Instructor Association. The programme combines practical and theoretical sessions to strengthen safe driving behaviour in everyday operations. In FY2025/26, around 780 delivery drivers were trained across all locations. The initiative builds on the occupational safety campaign “Safety starts with you” and is part of the broader OHS strategy “FOCUS,” which addresses safety across GLS Germany, including transport partners and delivery drivers. Additional formats, such as an ACE e-cargobike training in Leipzig, expand the programme to new delivery types and real-life use cases.



GLS Germany - E-Bike Safety Training Featured on ARTE:
In September 2025, GLS Germany was featured in an ARTE television report on the growing challenges of bicycle traffic in European cities. As part of the coverage, filming took place at the Leipzig depot, where couriers from the e-bike fleet were accompanied during the “Sattelsicher” rider safety training delivered by ACE Auto Club Europa e.V. The segment presents GLS as a positive example of professional behaviour in urban traffic.

Community Engagement



At GLS, our approach to community engagement is grounded in the belief that our local subsidiaries are best equipped to understand their communities' needs. This understanding guides our commitment to empowering each national subsidiary to lead its own social initiatives. Our decentralised strategy ensures that our efforts address the most pressing local challenges and opportunities and thereby have the strongest impact. This tailored approach not only enhances our ability to give back effectively but also strengthens community ties, making GLS a trusted and integral part of the communities we serve.

Free Parcel Shipping

Offering free parcel shipments allows us to support charitable organisations through our day-to-day logistics activities. Across our network, local teams provide transport services free of charge to help goods reach those who need them most.



France - 100,000 animal shelter meal donation:
During the Christmas period of 2025, our GLS drivers delivered meals for abandoned dogs and cats. In collaboration with our customer Ultra Premium, 100,000 Ultra Premium Direct meals were delivered to 30 animal shelters across France. This initiative eased the daily work of volunteers caring for the animals and helped fill food bowls during the winter months.



Poland - Logistics support for Fundacja Rozwiń Skrzydła:
GLS Poland provided pro bono logistics services, delivering parcels containing commemorative diaries prepared for children participating in holiday camps organised by the foundation. The shipments were delivered directly to beneficiaries, ensuring that the materials reached participants safely and on time. The initiative helped the organisation reduce operational costs and ensured efficient distribution of materials to beneficiaries.



GLS Germany - Winter Clothes Drive:
During the winter period of 2025, GLS Germany launched a winter clothing drive in collaboration with the nonprofit organisation Grenzenlose Wärme e. V. Collection boxes were placed in depots nationwide, where employees donated warm clothing and blankets for people in need. In addition, the GLS depot in Dortmund supported the organisation with practical equipment, including a pallet truck and safety shoes for volunteers working in the donation warehouse. The collected items were distributed to shelters and crisis regions ahead of the winter season. Under the guiding idea "So that help reaches those in need, and those helping can work safely," the initiative supported both vulnerable communities and the volunteers delivering essential aid.

Donations

GLS supports chariTable projects through financial contributions. Below are recent examples of our donations:



GLS Poland - Charity Run:
In September 2025, GLS Poland organized a charity run in support of the Our Children Foundation, which operates at the Children's Memorial Health Institute in Warsaw. The event brought together employees, partners, and friends to raise funds for medical equipment and treatment for children facing serious illnesses. Through strong participation and donor engagement, the initiative generated meaningful financial support for paediatric care.



GLS Germany - Non Profit Support:
In 2025, GLS Germany supported the nonprofit organisation Kleine Riesen Nordhessen through a financial contribution towards the construction of the "Little Giant House" in Kassel, which is expected to be completed by the end of 2026. The initiative supports families with seriously ill children by creating a space that offers medical guidance, counselling, and emotional support. The house is designed as a place of care and stability, where families can receive support and spend time together in a challenging phase of life.



Spain - Red Cross Flood Relief:
GLS Spain made a financial contribution of €50,000 to the Spanish Red Cross to support communities affected by the DANA floods of 2024. The organisation was later recognised by the Spanish Red Cross for its solidarity and social commitment to the affected regions. The contribution supported ongoing relief efforts in the impacted areas.

Involving Employees

Many GLS entities encourage employees to take part in the social initiatives they organise, whether through volunteering, fundraising, or local community activities.



GLS Slovakia Team - Planting Trees:
Through the employee initiative "We Care", employees proposed and implemented activities focused on community engagement and workplace improvement. These included tree planting in cooperation with Ekopolis, a Slovak foundation supporting environmental and community projects.



Spain - Blood Donation Campaign:
GLS Spain partnered with the local blood bank to host a blood donation campaign across several depots. Employees were encouraged to participate during working hours. The campaign resulted in dozens of blood donations, directly supporting local hospitals and emergency services.



Spain - Three Kings Toy Collection:
GLS Spain once again organised its traditional Three Kings toy collection campaign. Employees collected toys at different depots, which were later delivered to children's organisations to ensure that families in need could celebrate the holiday season. More than 20,000 gifts were delivered to foundations, care homes and orphanages through the initiative.

Sponsorship

Through sponsorships, GLS supports local initiatives that contribute to healthier, safer, and more connected communities.



Poland - Poland Business Run:
GLS Poland supported Poland Business Run 2025 as a main sponsor and logistics partner. Organised by the Poland Business Run Foundation, the initiative supports people with disabilities and individuals after limb amputations through rehabilitation, prostheses, and psychological assistance. GLS provided logistics support for event materials and encouraged employee participation in both the virtual and on-site races. Poland Business Run is one of the largest charity runs in Poland, engaging thousands of participants annually.



Denmark - Kids Tour:
GLS Denmark sponsored Kids Tour in cooperation with Børneulykkesfonden (The Children's Accident Foundation). The initiative combines cycling activities with traffic safety education, helping children learn about safe behaviour in traffic through play and practical exercises. The first of 14 events was held in Haderslev during 2025.



Poland - Enea Bydgoszcz Triathlon:
In 2025, GLS Poland became a partner of the Enea Bydgoszcz Triathlon, one of the largest triathlon events in Europe. Through the partnership, GLS supported the event and engaged with participants and spectators through on-site activities and event communications. The triathlon brings together thousands of athletes and visitors each year, promoting physical activity and community engagement.

Governance

Responsible corporate governance is essential for our long-term business success. This ensures the trust placed in us by our stakeholders is continuously earned through our integrity and reliable service.

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72 Supply Chain Governance

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Compliance Framework

GLS is committed to fair competition, integrity, and responsible business practices. We have a strict zero-tolerance policy on corruption. Together with our parent company IDS plc, we join in the fight against all forms of forced labour and modern slavery. To ensure that our high compliance standards are upheld in all parts of our business, we have implemented a Group-wide Compliance Framework.

Compliance Leadership

Compliance managers across all GLS locations offer support to their organisations. At the core, our central Corporate Compliance Team is dedicated to the ongoing development and enhancement of our Compliance Framework. They also monitor its implementation and effectiveness throughout the Group.

Tailored Guidance & Training

Our behaviour standards are defined in our Group-wide policies, which cover topics like anti-corruption and competition law, as well as trade and/or financial sanctions. These policies are supported by specific guidelines, procedures, and both online and in-person training. These efforts are customised for different internal audiences to ensure every employee receives the exact guidance and training necessary for their role. We ensure the maintenance of business ethics through regular training. As of FY 2025/2026, 96.4% of all targeted employees completed the ethics-related *Introduction* to *Compliance* training.

Reporting Compliance Concerns

We value the courage of our employees, business partners, and the public in reporting misconduct or serious issues. It is crucial that they can trust their concerns will be treated with the utmost confidentiality and investigated thoroughly.



Our whistleblowing system is designed for confidential and secure reporting. The GLS Integrity Line offers the reporting person protection through secure communication channels, confidentiality, transparent feedback, and the prohibition of reprisals.

Compliance Risk

A comprehensive annual compliance risk assessment is conducted for each operational entity, drawing insights from all levels of the hierarchy. This ensures that we clearly identify and address critical issues, enabling us to continuously enhance our systems and maintain high standards of compliance.

Investigation and Disciplinary Action

We take all reports of significant incidents seriously and investigate them diligently. Verified allegations result in decisive procedural and disciplinary actions, including contract terminations where appropriate.

Third Line of Defence Monitoring

In addition to the internal approval processes, compliance controls, and monitoring measures managed by our local and corporate compliance functions, GLS' Corporate Internal Audit includes compliance controls for country audits, providing a valuable additional perspective.

Information Security

In the logistics sector, handling sensitive information - including personal data of customers, consignees, business partners, and our employees - is a daily responsibility. As digitalisation continues to expand within our business, so does the potential for cyber threats. To protect this sensitive data from misuse and theft, we have implemented comprehensive, Group-wide Information Security.

Cybersecurity Governance

Our Corporate Information Security Team is driving Group-wide Information Security activities through its security policies, standards, and guidelines. A governance framework based on ISO 27001 has been established and is continuously being improved. Supported by the GLS Holdings Board's mandate for increased digitalisation and continual improvement, our Information Security department is implementing a comprehensive security program. This program is designed to boost our global security maturity.

Evolving Regulatory Framework and Necessary Adjustments

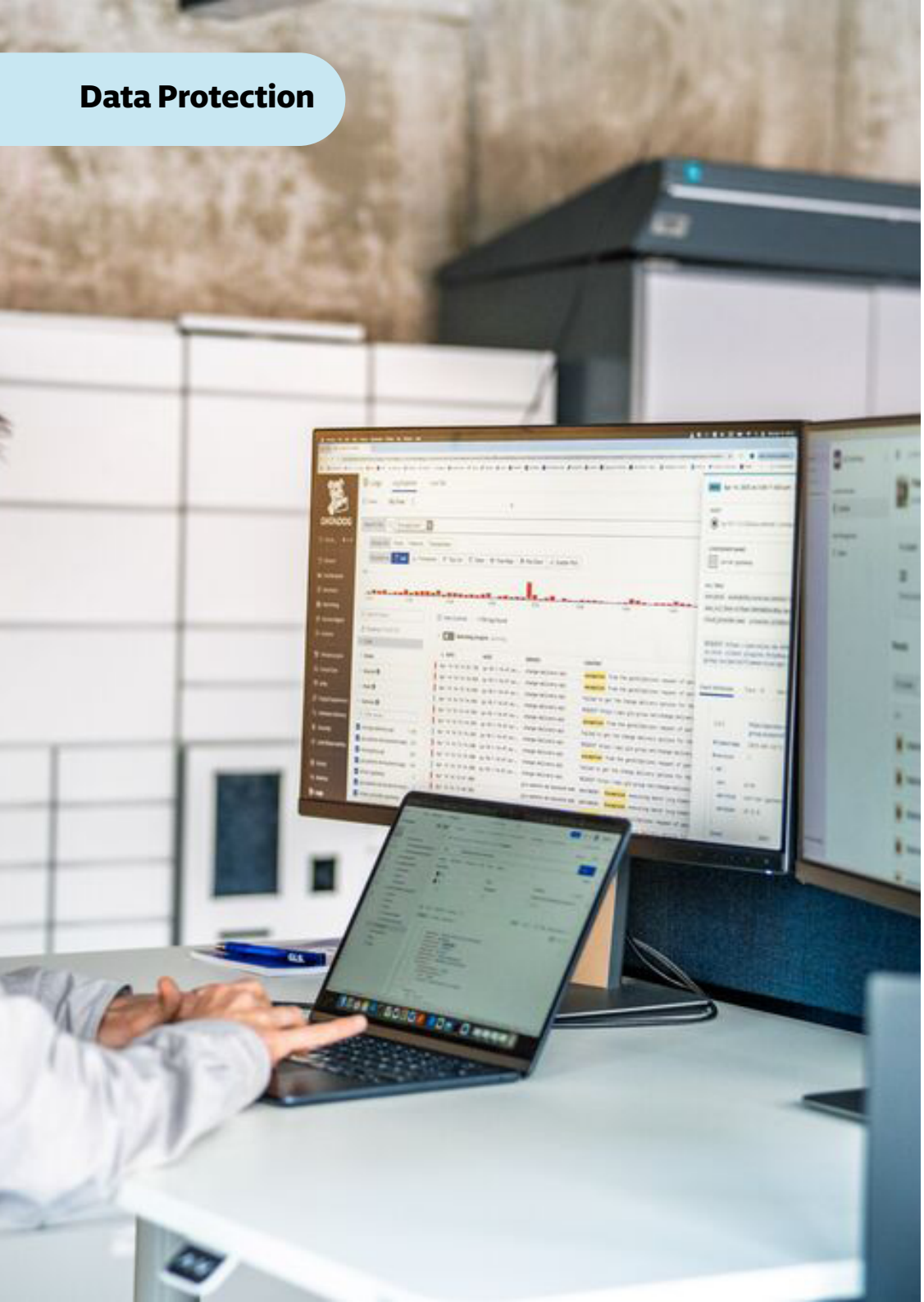
As part of our ongoing efforts to enhance cybersecurity, we are updating our systems to align with evolving regulatory frameworks, including the Network and Information Security (NIS) 2.0 European Union Directive.

Collaborative Approach

Corporate Information Security actively collaborates with stakeholders to standardise processes and technologies, incorporating security by design and deploying advanced services such as identity and access management and public key infrastructure. As cyber threats grow more sophisticated, we leverage automation and artificial intelligence to support the correlation and analysis of security events and anomaly detection processes. These capabilities enhance system monitoring for our Global Security Operations Centre with Security Information and Event Management (SIEM), Security Orchestration Automation, and Response (SOAR), and Extended Detection and Response (XDR) solutions. This strategy not only addresses the complexity of IT and the speed of attacks but also ensures quick and efficient responses, allowing us to continue delivering exceptional service securely.



Data Protection



Data protection is a critical concern in parcel logistics, as the use of personal information is unavoidable in the shipping process. GLS prioritises the protection of personal data to meet the expectations of customers, consignees, employees, and other stakeholders. We have established a comprehensive, Group-wide Data Protection Framework that encompasses all relevant entities, ensuring robust data protection practices are in place across our organisation.

Data Protection Framework

• GLS promotes data protection awareness through its Group-wide Data Protection Policy, mandatory online training for employees with computer access, and additional awareness measures tailored to different employee groups. In FY 2025/2026, 93.9% of assigned employees successfully completed the mandatory data protection training.

• *Data Protection Management:* A dedicated Corporate Data Protection department oversees further developing and continuously improving this framework, while responsible Data Protection managers in all operative entities ensure that it is implemented and brought to life.

• *Integrated Data Processing Protocols:* Clear mandatory processes for setting up data processing activities ensure that Data Protection is built into our digitalisation approach by design and by default.

• *Rapid Data Breach Response:* A data breach response process is set up between the Data Protection and Information Security functions to ensure a speedy and effective response when needed.

Supply Chain Governance

In today's business landscape, companies are increasingly held accountable not just for their own adherence to laws and ethical norms, but also for the conduct of their entire supply chains. At GLS, we embrace this responsibility wholeheartedly. We understand that to our customers, we represent the beginning of a crucial supply chain journey.

Setting Clear Expectations

Our Supplier Code of Conduct outlines the expectations we hold for our suppliers, covering compliance with laws as well as environmental and social responsibility. This code is publicly available in local languages on each GLS entity's website, shared with potential business partners, and included in supplier contracts when appropriate.

Empowering Our Team

It's essential to ensure that all our colleagues collaborating with partners understand their responsibilities and can identify relevant issues, such as potential concerns regarding labour practices in our supply chain. Therefore, we mandate Compliance in the Supply Chain training for all GLS employees with purchasing or depot supervising functions.

Choosing Our Partners Wisely

GLS has a dedicated Business Partner Approval Process, which mandates that staff responsible for selecting business partners conduct background checks, including on red flags indicating potential corruption or modern slavery risks. If indicated, appropriate mitigating measures must be defined before a contract may be concluded. Our Business Partner Approval policy instructs staff to also closely monitor ongoing relationships to spot any signs of a deteriorating risk profile as early as possible. Each relevant active business partner must undergo re-evaluation at least every three years.

Working Together Across Borders

Our most significant business partners include transport partners, agencies, franchisees, and our international network partners. Together, we provide comprehensive logistics services, extending across countries where GLS does not have a presence of its own. When our partners provide services on our behalf, they represent the GLS brand, and we hold them to the highest compliance standards. Standard contracts with all such partners outline specific compliance obligations, focusing particularly on corruption and labour law. Our international network partners undergo thorough compliance checks before we establish any business relationship and continue to undergo scrutiny throughout their network membership. National GLS subsidiaries take additional measures tailored to local circumstances, such as establishing specific national partner codes of conduct for their transport partners.

As GLS Group's largest subsidiary and a partial provider of Group-wide procurement activities, GLS Germany has established an enhanced sustainable procurement approach. This includes risk-based supplier sustainability assessments, supplier engagement and buyer training. **The programme is being rolled out in phases, with sustainability assessments carried out for 36.3% of selected suppliers over the past 12 months.** Participating suppliers were also given access to sustainability learning resources, with 71% logging into the platform. Internally, dedicated sustainability training courses were made available to relevant colleagues at GLS Germany. By the reporting date, 79% of these colleagues had completed at least one training course (Data as of May 29, 2026).

Child Labor, Forced Labor and Human Trafficking

We take a zero-tolerance approach to child labour, forced labour and human trafficking. These expectations are set out in our Code of Business Standards and our Supplier Code of Conduct and are further guided by the Royal Mail Group Modern Slavery Statement. To support awareness and understanding across the business, the Compliance in the Supply Chain training was assigned to 4,968 relevant employees across all entities as of the reporting date. As of year-end, 70.2% had completed the training. Including employees who were still within the required completion period, the non-overdue rate was 99.0%.

As the Group's largest subsidiary and a partial provider of Group-wide procurement activities, GLS Germany has established an enhanced sustainable procurement approach that includes risk-based supplier sustainability assessments, supplier engagement, and buyer training.

During the reporting period, 36.3% of targeted suppliers underwent a sustainability assessment. In addition, 71% of suppliers participating in capacity-building activities accessed sustainability training, supporting the continuous improvement of suppliers' sustainability performance. To further strengthen sustainable procurement practices, 79% of buyers received training on sustainable procurement during the reporting period.



Sustainable Procurement

Procurement plays an important role in creating value, managing supplier relationships and supporting long-term business objectives. It also helps identify opportunities to improve resource efficiency, strengthen supplier governance and support the Group's broader sustainability ambitions.

To strengthen collaboration across the network, GLS established a dedicated Group Procurement function in FY 2025/2026. As a newly established function, Group Procurement is focused on creating greater consistency across countries while supporting local business needs.

Building Common Standards

Key priorities include strengthening governance, developing common procurement processes and building procurement capabilities across the organisation. By bringing procurement activities closer together, GLS aims to create a more consistent approach to supplier management and purchasing decisions across the network.

Existing supplier requirements are supported through the Supplier Code of Conduct and the Code of Business Standards. In addition, a dedicated Procurement Policy is currently being developed to provide a common framework for procurement activities across GLS Group.

As the function continues to evolve, Procurement is working to ensure that sustainability considerations are increasingly reflected in procurement processes and decision-making. This supports a more consistent approach to responsible business practices across the supply chain while helping identify opportunities to improve resource efficiency and reduce environmental impacts.

Looking Ahead

The establishment of Group Procurement marks an important step towards a more harmonised procurement approach across GLS. Looking ahead, the function will continue to strengthen governance, enhance collaboration across countries and support the integration of sustainability considerations into procurement activities throughout the Group.

Denmark: Optimising Vehicle Branding

As part of its sustainable procurement approach, GLS Denmark identified an opportunity to reduce environmental impacts through a more resource-efficient approach to vehicle branding. As the electric vehicle fleet continued to grow, different vehicle models required customised branding solutions, leading to higher material consumption and associated emissions.

To address this, GLS Denmark introduced a standardised branding concept across its electric fleet. The new approach significantly reduced the amount of foil and laminate required while maintaining brand visibility.

Based on supplier carbon footprint calculations, the revised design reduced emissions by approximately 68 $kgCO_2e$ per van. Across 121 newly added electric vehicles, this resulted in estimated savings of more than 8 tonnes of CO_2e, demonstrating how procurement decisions can combine sustainability considerations with operational efficiency.

Appendix

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About this Report

This report was composed in reference to the Global Reporting Initiative (GRI) framework, incorporating the 2016 standards with updates from 2021. Referencing this framework is intended to provide stakeholders and the public with insights into our objectives, endeavours, and advancements in all ESG topic areas. The information in this report relates to GLS Group's financial year **2025/2026**.

Scope and Comparability of Environmental Data

Unless specified otherwise, the presented metrics encompass the entirety of GLS Group. Unless otherwise stated, reporting on emissions and resource consumption from the **2025** calendar year are based on the following data delimitation:

- *all activities, products and services and*
- *all companies that we have included in the scope of consolidation in accordance with the applicable financial reporting rules as at the respective balance sheet date or those that have a significant environmental impact in this context.*

Reporting Frequency

The GLS Group ESG Report is released annually in English, and is available via our responsibility.

Data Precision

Figures in tables and graphs are rounded for presentation purposes. However, changes compared to the previous year, or proportional percentages are based on exact values. Thus, while a figure may remain the same as the previous year, a relative change may still be reflected. Due to rounding, cumulative proportional percentages might differ from the sum of non-rounded percentages.

Glossary

B2B (Business to Business): Business transactions or services conducted between businesses rather than between businesses and consumers.

B2C (Business to Consumer): Business transactions or services conducted directly between a business and consumers who are the end-users of its products or services.

CCBS (Climate, Community & Biodiversity Standards): Standards ensuring projects deliver strong environmental and social benefits, focusing on climate, community, and biodiversity impacts. CCB Standards

CDP (Carbon Disclosure Project): An organisation that supports companies and cities to disclose their environmental impact. It is a comprehensive disclosure system for measuring and managing environmental impacts. Carbon Disclosure Project

CNG (Compressed Natural Gas): A fossil fuel substitute for petrol, diesel, or propane, used in the transportation sector.

CO_2 equivalent (Carbon dioxide equivalent; CO2e): The universal unit of measurement to indicate the global warming potential (GWP) of each of the six greenhouse gases, expressed in terms of the GWP of one unit of carbon dioxide. It is used to evaluate releasing (or avoiding releasing) different greenhouse gases against a common basis. The six greenhouse gases covered by the Kyoto Protocol and considered in the GHG Protocol are: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF6). At GLS we disclose our emissions in CO2e. Further details about the basis of reporting are available at Reporting Criteria

CO (Carbon Monoxide): CO is a regulated air pollutant resulting from incomplete combustion of fossil fuels.

C2X (Consumer-to-Any Other Party): In the parcel business, refers to a model where individual senders send parcels to various recipients, including other consumers and businesses.

CSRD (Corporate Sustainability Reporting Directive): A directive of the European Union aimed at increasing the transparency and comparability of sustainability information disclosed by companies operating within the EU.

DEKRA (German Motor Vehicle Inspection Association): A globally active testing and certification company based in Germany. In addition to vehicle inspections, DEKRA provides services in auditing (e.g. ISO standards), certification, safety consulting, and sustainability.

EcoVadis: A platform providing holistic sustainability ratings of companies. It evaluates companies based on four themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. More Information

Emissions or carbon emissions: Used in this document as an equivalent for CO2e. See entry "CO_2 equivalent" in the glossary.

European Sustainability Reporting Standards (ESRS): The standards that EU businesses must report against as part of the disclosure requirements dictated by the Corporate Sustainability Reporting Directive (CSRD).

ESG (Environmental, Social, and Governance): Refers to the three central factors in measuring the sustainability and ethical impact of an investment in a company or business.

ESRS (European Sustainability Reporting Standards):
Reporting standards under the Corporate Sustainability Reporting Directive (CSRD) that specify sustainability disclosure requirements for companies.

FY: Financial Year, covering the period from beginning of April to end of March.

GHG emissions (Greenhouse gas emissions): The six greenhouse gases covered by the Kyoto Protocol and considered in the GHG Protocol are: carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF6).

GS VER (Gold Standard Voluntary Emission Reduction): Certification for projects that reduce carbon emissions and promote sustainable development, ensuring contributions to the well-being of local communities and the environment. More Information

GRI (Global Reporting Initiative): An international independent standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption.

HVO (Hydrotreated Vegetable Oil): A renewable diesel fuel derived from waste and residue of vegetable oils, transformed through hydrodesulfurization, allowing it to be used without modifications to diesel engines.

ISO 14001: An international standard that specifies requirements for an effective environmental management system (EMS). It provides a framework that an organization can follow, rather than establishing environmental performance requirements. More information

LNG (Liquefied Natural Gas): Natural gas that has been cooled down to liquid form for ease of storage or transport.

LPG (Liquefied Petroleum Gas): A type of fossil fuel used as an alternative to petrol and diesel, often in transportation.

NOx (Nitrogen Oxides): NOx is a group of regulated air pollutants formed at high combustion temperatures in internal combustion engines.

OOH (Out-Of-Home): Delivery solutions that take place outside of the recipient's home, such as parcel lockers and other alternative delivery locations. This method aims to reduce the need for multiple delivery attempts and offers greater flexibility to recipients.

S&P Global Sustainability Yearbook: An annual assessment that ranks the world's largest companies based on their sustainability practices. Companies must score in the top 15% of their industry to be included. More information

SBTi (Science Based Targets initiative): Organization that helps companies set greenhouse gas emissions reduction targets in line with climate science to meet the goals of the Paris Climate Agreement. More information

SDG (Sustainable Development Goals): Set of 17 global goals established by the United Nations in 2015 to address a broad range of sustainable development issues, including poverty, inequality, climate change, environmental degradation, peace, and justice. More information

TCO (Total Cost of Ownership): A financial estimate intended to help buyers and owners determine the direct and indirect costs of a product or system.

VCS (Verified Carbon Standard): Program setting standards for certifying carbon emissions reduction projects, ensuring strong environmental and social benefits. More information

WTW (Well-to-Wheel): Approach considering the full life cycle of fuel, from generation to its actual use, in the calculation of carbon emissions.

GRI Index

Disclosure Reference	Disclosure Topic	Pages in the ESG Report / Content
	Organisational Profile	
GRI 102-1	Organisational Details	p. 11, 92-93, 95
GRI 102-2	Activities, Brands, Products	p. 11-12, 16
GRI 102-3	Location of Headquarters	p. 11, 95
GRI 102-4	Location of Operations	p. 11, 14-15, 92-93
GRI 102-5	Ownership and Legal Form	p. 11, 92-93
GRI 102-6	Markets Served	p. 11, 14-15, 92-93
GRI 102-7	Scale of the Organization	p. 14-15
GRI 102-8	Information on Employees	p. 14, 60-63, 69-70
GRI 102-9	Supply Chain	p. 84-86
GRI 102-10	Significant Changes to the Organization and Its Supply Chain	On 30 April 2025, it was confirmed that the offer by EP Distribution Services Limited3 (formerly EP UK Bidco Limited) to acquire International Distribution Services Limited (IDS) (note from me: the parent company of GLS and Royal Mail) became unconditional in accordance with the requirements of the UK Takeover Code. IDS then transferred into the private ownership of EP Group, a.s. (EP Group) and subsequently on 2 June 2025, IDS shares were de-listed from the London Stock Exchange
GRI 102-11	Precautionary Principle or Approach	We apply the precautionary principle in all relevant field to secure the long-term success of GLS.
GRI 102-12	External Initiatives	p. 19-20, 69, 84-85

GRI Index

Disclosure Reference	Disclosure Topic	Pages in the ESG Report / Content
	Organisational Profile	
GRI 102-13	Membership of Associations	Bundesverband Paket- und Expresslogistik (BPEX), GLS Germany; City of Bordeaux – Urban Logistics Working Group, GLS France; FNTR (Fédération Nationale des Transports Routiers), GLS France; Dansk Erhverv (Danish Chamber of Commerce), GLS Denmark; DTL (Danish Transport and Logistics Association), GLS Denmark; FPE (Forum Przewoźników Ekspresowych), GLS Poland; Federazione Italiana Trasportatori (FEDIT), GLS Italy; Consorzio Netcomm, GLS Italy; FEDERLAZIO, GLS Enterprise (Italy); Wirtschaftskammer (Chamber of Commerce), GLS Austria; BeCommerce, GLS Belgium; FEBETRA, GLS Belgium; VIB partnership, GLS Belgium; VOKA, GLS Belgium; VIL partnership, GLS Belgium; Centrale Raad voor het Bedrijfsleven, GLS Belgium; APEK (Association for Electronic Commerce), GLS Czech Republic; ASDS (Association of Private Delivery Companies – founding initiative), GLS Czech Republic; Regional Chamber of Commerce Jihlava, GLS Czech Republic; APOE (Associação Portuguesa de Operadores Expresso), GLS Portugal; UNO (Organización Empresarial de Logística y Transporte), GLS Spain; CEOE (Confederación Española de Organizaciones Empresariales), GLS Spain; AECI (Asociación Española del Express y de la Carga Aérea Internacional), GLS Spain; Huolintayhdistys, GLS Finland; Logy, GLS Finland; Freight Carriers Association (FCA), GLS Canada; Canada Logistics Association (CITT), GLS Canada; Ontario Trucking Association (OTA), GLS Canada; Alberta Motor Transport Association (AMTA), GLS Canada; British Columbia Trucking Association (BCTA), GLS Canada; Manitoba Trucking Association (MTA), GLS Canada; Saskatchewan Trucking Association (STA), GLS Canada
	Strategy	
GRI 102-14	Statement from Senior Decision-Maker	p. 8
GRI 102-15	Key Impacts, Risks and Opportunities	p. 16-18, 23-24
	Ethics and Integrity	
GRI 102-16	Values, Principles, Standards and Norms of Behavior	p. 13, 81, 84
	Governance Structure	
GRI 102-18	Governance Structure	p. 18
GRI 102-19	Executive-Level Responsibility	p. 18
GRI 102-20	Delegating Authority	p. 18
GRI 102-21	Consultation Between Stakeholders and the Highest Governance Body	p. 17-18

GRI Index

Disclosure Reference	Disclosure Topic	Pages in the ESG Report / Content
	Stakeholder Engagement	
GRI 102-40	List of Stakeholder Groups	p. 17
GRI 102-41	Collective Bargaining Agreements	p. 69, As an international operating company GLS orients itself by the frameworks and legal requirements of the respective countries. Remuneration is guided by the local job market, including any applicable collective agreements.
GRI 102-42	Identifying and Selecting Stakeholders	p. 17
GRI 102-43	Approach to Stakeholder Engagement	p. 17
GRI 102-44	Key Topics and Concerns Raised	p. 17
	Reporting Practice	
GRI 102-45	Entities Included in Consolidated Financial Statements	p. 88, 92-93
GRI 102-46	Defining Report Content and Topic Boundaries	p. 9, 17, 88
GRI 102-47	List of Material Topics	p. 17
GRI 102-48	Restatements of Information	p. 88
GRI 102-49	Changes in Reporting	p. 52, 55-57, 88
GRI 102-50	Reporting Period	p. 88
GRI 102-51	Reporting Period	p. 88
GRI 102-52	Reporting Cycle	p. 88
GRI 102-53	Contact Point for Questions Regarding the Report	p. 95, Contact: esg@gls-group.com
GRI 102-54	Claims of Reporting in Accordance With the GRI Standard	p. 9, 88
GRI 102-55	GRI Content Index	p.78-84
GRI 102-56	External Assurance	Assurance Stament

GRI Index

Disclosure Reference	Disclosure Topic	Pages in the ESG Report / Content
	Sustainable Procurement	
GRI 103	Management Approach - Sustainable Procurement and Supply Chain	p. 18, 84-86
GRI 204-1	Proportion of Spending on Local Suppliers	Transport activities, as a major share of our purchasing, are purchased on local level via our local organisations.
	Anti-Corruption	
GRI 103	Management Approach - Anti-Corruption	p. 81
GRI 205-1	Operations Assessed for Risks Related to Corruption	p. 81
GRI 205-2	Communication and Training About Anti-Corruption Policies and Procedures	p. 81. During the reporting period, 78 reports of potential business ethics violations were received through the online whistleblowing channels.
GRI 205-3	Confirmed Incidents of Corruption and Actions Taken	During the reporting period, zero confirmed incidents of corruption were identified.
	Customer Privacy	
GRI 103	Management Approach - Customer Privacy	p. 82-83
GRI 418-1	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	p. 83; additional GRI Index content: During the reporting period, we investigated a double-digit number of potential incidents and notified relevant issues to authorities. We also dealt with complaints from data subjects and queries from Data Protection Authorities; all matters were handled in line with the applicable processes
	Energy	
GRI 103	Management Approach - Environment and Energy	p. 21-24, 26-27, 36-37, 49
GRI 302	Energy	p. 36-39
GRI 302-1	Energy Consumption Within the Organization	p. 36-37

GRI Index

Disclosure Reference	Disclosure Topic	Pages in the ESG Report / Content
Emissions		
GRI 103	Management Approach - Emissions	p. 21-24, 49-53
GRI 305-1	Direct Scope 1 GHG Emissions	p. 49-52, 55
GRI 305-2	Energy Indirect Scope 2 GHG Emissions	p. 49-52, 55
GRI 305-3	Other Indirect Scope 3 GHG Emissions	p. 49-53, 56-58
GRI 305-5	Reduction of GHG Emissions	p. 22-24, 51-58
Environmental Compliance		
GRI 307	Management Approach - Environmental Compliance	p. 21-24, 81
GRI 307-1	Non-Compliance With Environmental Laws and Regulations	No fines or sanctions have
Employment		
GRI 103	Management Approach - Employment	p. 60-69
GRI 401-1	New Employee Hires and Employee Turnover	Content from draft / latest input: Total New Hires: 2,360; Overall Employee Turnover Rate: 9%.
Labor/Management Relations		
GRI 103	Management Approach - Labor/Management Relations	p. 69
GRI 402-1	Minimum Notice Period Regarding Operational Changes	p. 69; GLS adheres to the frameworks and legal requirements of the respective countries, including any applicable collective agreements.
Occupational Health and Safety		
GRI 103	Management Approach - Occupational Health and Safety	p. 70-74
GRI 403-1	Occupational Health and Safety Management System	p. 70-72
GRI 403-2	Hazard Identification, Risk Assessment and Incident Investigation	p. 70, 72

GRI Index

Disclosure Reference	Disclosure Topic	Pages in the ESG Report / Content
GRI 403-4	Worker Participation, Consultation and Communication on OHS	p. 72
GRI 403-5	Worker Training on Occupational Health and Safety	p. 71, 73-74
GRI 403-6	Promotion of Worker Health	p. 70-74
GRI 403-8	Workers Covered by an Occupational Health and Safety Management System	p. 70
GRI 403-9	Work-Related Injuries	p. 72; During the reporting period, total fatalities attributable to GLS undertakings amounted to 7. All reported fatalities were road traffic accidents involving partner companies, with no fatal accidents occurring on GLS premises.
Training and Education		
GRI 103	Management Approach - Training and Education	p. 67-68
GRI 404-2	Programs for Upgrading Employee Skills and Transition Assistance Programs	p. 67-68, In FY 2025/2026, more than 60% of employees participated in performance and career reviews. Calculated across all GLS subsidiaries, excluding GLS Germany and GLS France due to unavailable data at the time of reporting.
Diversity and Equal Opportunity		
GRI 103	Management Approach - Diversity and Equal Opportunity	p. 61-66
GRI 405-1	Diversity of Governance Bodies and Employees	p. 62-64
Child Labour		
GRI 103	Management Approach - Child Labour	p. 69, 84-85
GRI 408-1	Operations and Suppliers at Significant Risk for Incidents of Child Labour	p. 69, 84-85

GRI Index

Disclosure Reference	Disclosure Topic	Pages in the ESG Report / Content
Forced or Compulsory Labour		
GRI 103	Management Approach - Forced or Compulsory Labour	p. 69, 84-85
GRI 409-1	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labour	p. 69, 84-85
Human Rights		
GRI 103	Management Approach - Human Rights	p. 69, 81, 84-85
GRI 412-1	Operations Subject to Human Rights Reviews or Impact Assessments	p. 81, 84-85
GRI 412-2	Employee Training on Human Rights Policies or Procedures	p. 84-85

GRI Entities

The following list includes only the specific entities within the GLS Group that are deliberately named and referenced in this report.

GLS Entities Table

GLS Entities	Mentioned in Report As
Austria General Logistics Systems Austria GmbH, Ansfelden, Austria	GLS Austria
Belgium General Logistics Systems Belgium N.V., Drogenbos, Belgium	GLS Belgium
Canada GLS Logistics Systems Canada Ltd., Calgary, Canada (The company ist merged into GLS Logistics Systems Canada Ltd. as of 01 April 2026)	GLS Canada
Croatia General Logistics Systems Croatia d.o.o., Donji Stupnik, Croatia	GLS Croatia
Czech Republic General Logistics Systems Czech Republic s.r.o., Jihlava, Czech Republic	GLS Czech Republic
Denmark General Logistics Systems Denmark A/S, Kolding, Denmark	GLS Denmark
Finland General Logistics Systems Finland Oy, Turku, Finland	GLS Finland
France General Logistics Systems France S.A.S., Toulouse, France	GLS France
Germany General Logistics Systems Germany GmbH & Co. OHG, Neuenstein, Germany	GLS Germany
Holding General Logistics Systems B.V., Amsterdam, the Netherlands	GLS B.V.
Hungary GLS General Logistics Systems Hungary Kft., Alsónémedi, Hungary	GLS Hungary
Ireland General Logistics Systems Ireland Limited, Dublin, Ireland	GLS Ireland
Italy General Logistics Systems Italy S.p.A., San Giuliano Milanese, Italy	GLS Italy
Netherlands GLS Netherlands Holding B.V. Utrecht, the Netherlands	GLS Netherlands
Poland General Logistics Systems Poland Sp. z o.o., Komorniki, Poland	GLS Poland

GRI Entities

GLS Entities Table

GLS Entities	Mentioned in Report As
Portugal General Logistics Systems Portugal Lda., Venda do Pinheiro, Portugal	GLS Portugal
Romania GLS General Logistics Systems Romania SRL, Selimbar, Romania	GLS Romania
Slovakia GLS General Logistics Systems Slovakia s.r.o., Budča, Slovakia	GLS Slovakia
Slovenia General Logistics Systems d.o.o., Ljubljana, Slovenia	GLS Slovenia
Spain General Logistics Systems Spain S.A., Madrid, Spain	GLS Spain
USA General Logistics Systems US, Inc., Mesa, USA	GLS USA
GLS Group GLS Group	All affiliated companies of GLS B.V., Amsterdam
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