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Environmental and Climate Policy



CTT Group

Environmental and Climate Policy

CTT Group highly prioritizes environmental protection and climate change mitigation. The Company encourages responsible actions across all organizational levels, incorporates these themes into its strategic framework, manages the impacts, risks, and opportunities arising from its activities, and pursues efficient solutions to enhance its environmental performance both in the short and long term.

I. Principles and Purpose

The Environmental and Climate Policy of CTT Group is guided by the following principles:

- a) Creating value for both the business and society.
- b) Reducing greenhouse gas emissions and air pollution from operations and business activities.
- c) Promoting energy efficiency and the energy transition of its facilities, fleets, processes, and equipment, as well as enhancing the resilience of its assets to climate change.
- d) Encouraging the responsible use of natural resources and raw materials and minimizing waste.
- e) Safeguarding the environment and promoting environmental values.
- f) Adhering to legal and regulatory frameworks and fulfilling organizational commitments.

II. Objectives and Commitments

In adherence to the principles identified above, CTT Group assumes the following general commitments:

- a) Publicly share the principles and policies that guide the organization with employees and other stakeholders.

- b) Identify, evaluate, and manage the impacts, risks, and opportunities arising from its activities and operations.
- c) Adopt metrics and quantified targets for environmental performance and allocate adequate resources to achieve them.
- d) Promote training and learning activities in environmental and climate protection.
- e) Define and disclose its strategy for independent external certifications in environmental matters, along with the respective results.
- f) Consider the adherence to the principles and policies governing its activities when admitting and hiring relevant suppliers and partners.
- g) Provide means for verifying and controlling compliance with the principles and policies.
- h) Publicly disclose relevant information regarding the implementation, monitoring, and impacts identified in relation to this policy.

Moreover, CTT Group is strongly committed to decarbonizing its activities in line with the ambition to limit global warming to 1.5°C. In this regard, and having assessed the double materiality in terms of sustainability, CTT assumes the following environmental objectives:

- i) Accelerate the decarbonization to minimize the carbon intensity of its activities and significantly reduce its direct and indirect emissions by 2030.
- j) Promote the electrification of its own last-mile distribution fleet and the decarbonization of other fleet segments, including the value chain.
- k) Promote the use of energy from renewable and/or less environmentally impactful sources, including the generation of electricity for use by its facilities and fleets.
- l) Promote resource optimization and the incorporation of recycled or reused materials.
- m) Evaluate its environmental performance, whenever possible, from a life cycle perspective.

III. Scope: Value Chain and Stakeholders

This Policy applies generally to all entities within CTT Group, except where legal or statutory requirements mandate that certain companies have their own policies approved by their respective management bodies.

In exercising its shareholder function, CTT Group will seek to promote the adoption of this policy or equivalent principles and commitments, ensuring the overall consistency of the policies adopted within the group, so that companies with their own policies define them in terms no less stringent than those defined directly by CTT Group.

In observing this policy, CTT Group will also consider its external impact, beyond its direct counterparts, on various stakeholders, including the surrounding community.

Contracted entities deemed critical by the CTT Group, whether as suppliers, partners, or otherwise, may also be subject to audit.

III. References and Safeguards

This Policy observes and promotes compliance with applicable international, European, and national legislation and regulations. The CTT Group aligns its activities with international reference standards or initiatives from the United Nations, the Organisation for Economic Co-operation and Development (OECD), and the International Labour Organization (ILO), and has clear and auditable processes that include its duty of corporate diligence.

Regarding this Environmental and Climate Policy, the CTT Group's activities are aligned with:

- a) The **Ten Principles of the UN Global Compact**, highlighting the precautionary approach to environmental challenges, environmental responsibility, and the use of less polluting technologies.
- b) The **United Nations 2030 Agenda**, concerning clean and affordable energy (SDG#7), sustainable cities and communities (SDG#11), and climate action (SDG#13).
- c) The **Paris Agreement**, related to the reduction of pollutant emissions, transparency, and building resilience to climate change.

- d) The **OECD Guidelines for Multinational Enterprises**, with respect to due diligence obligations, greenhouse gas emissions, and social impacts in the context of their climate action and environmental management.

V. Governance: Decision, Execution, Control, and Disclosure of the Policy

The implementation of this Policy takes place within the framework of the internal governance model of the CTT Group as outlined in the respective regulations, as follows:

Definition:	Board of Directors
Implementation:	Executive Committee and ESG Steering Committee Area responsible for promoting and implementing sustainability/ESG matters across the board
Control:	Sustainability Committee Area(s) responsible for audit and risk matters
Disclosure:	Area(s) responsible for internal and external communication and disclosure

VI. Validity and Review

This Policy was approved on 20 March 2025 and is reviewed at least every 2 years.