

DECLARATION OF SUSTAINABLE DEVELOPMENT OF BALTIC HUB CONTAINER TERMINAL

Baltic Hub Container Terminal (BHCT) is an investment undertaking providing container and goods handling services and is a temporary stacking facility and a hub where containers are handled between different means of transport. The Company is located in Gdansk, which historically has been a significant transportation hub on the Amber Route. BHCT is surrounded by areas of historical, tourist and natural (Nature 2000) importance, it makes the terminal's activity perfectly correspond with the history of the city, but also imposes on BHCT an obligation of sustainable development.

The vision of BHCT as the first-choice terminal located at the very heart of the Baltic Sea is a declaration made by the Company to global and local carriers. It defines our provision of favourable mechanisms and planing conditions within the transportation chain; optimizing costs and quality, comfort, safety and minimizing the environmental impact.

BHCT makes every effort to be an efficient enterprise, assuring for its shareholders a stable increase in value and developing innovative solutions for our clients in a sustainable manner.

BHCT's sustainable development means:

- integrated organisation management and achieving business results in a socially responsible manner,
- reliability and competitiveness in meeting clients' needs and providing them with the highest-quality services,
- increasing the terminal's capacity and supporting initiatives to expand the supplementary infrastructure in response to cargo volume growth to ensure comprehensive service for our customers,
- innovation in business processes and in purchasing of goods and services, including new technologies and solutions, which ensure accounting for quality, environment, energy and occupational safety factors,
- execution and optimisation of processes in an energy efficient manner, aimed to provide sustainable energy use reductions (as a significant aspect of global climate policy and in connection with operating costs),
- assurance of safe and comfortable working conditions for all employees engaged in all activities on-site, including third parties; adherence to the principle of zero accidents,
- elimination of hazards and reduction of the risks level and prevention of occupational diseases,
- consultation and participation of workers and workers' representatives,
- respect for the environment and the natural world, reducing environmental impacts,
- reducing climate impact through: by 2030 a reduction in CO2 emissions by 50% against a 2019 baseline year and by 2050 becoming CO2 neutral,
- execution of investment processes while maintaining bio-diversity, and when necessary, providing compensation measures.

The Company's Management Board declares to supervise the Company's activities and ensure their legal compliance.

The Management Board's integrated activities address in particular such issues as:

- quality and clients' expectations, in compliance with ISO 9001,
- energy effectiveness of processes, in compliance with ISO 50001,
- conditions of safe work, in compliance with ISO 45001,
- environmental protection, in compliance with ISO 14001, EMAS regulation and PSA's Climate Response Management System.

For the purpose of the development of the organisation, the Company's Management Board declares their involvement in these processes. Taking into account the principles of quality management, ensuring fulfilment of legal and other requirements, ensuring the engagement of competent personnel and resources for the execution of management and technical processes, as well as energy effectiveness and safety processes, their planning, monitoring, review and improvement.

All employees are involved in these activities and via the established channels of communication they can have an active impact on these issues.

Gdańsk, 21 November 2022