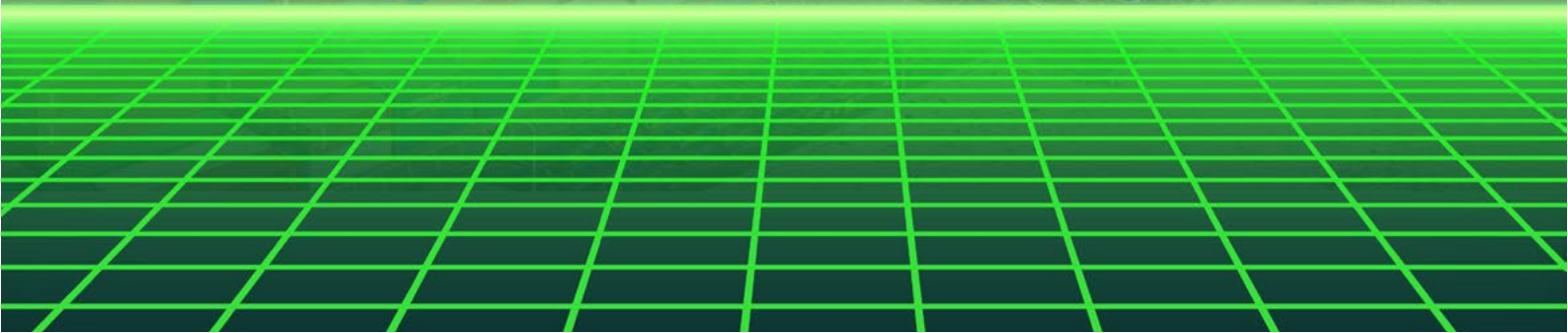




# SUSTAINABILITY 2025 | AT BALTIC HUB



# TABLE OF CONTENTS

<b>1. Introduction - the report overview</b>	3
<b>2. Our 2025 achievements</b>	4
<b>3. About Baltic Hub</b>	12
· Dynamic growth and investment in innovation	20
· Impact on the economy	22
<b>4. Management and corporate governance</b>	24
<b>5. Approach to sustainable development</b>	30
· Vision and goals for sustainable development	32
· Baltic Hub sustainable development declaration	33
· ESG in action	35
<b>6. Safe crew</b>	36
· Workforce at Baltic Hub	38
· Career development and competency assessment	40
· Occupational health and safety	44
<b>7. Environmental and climate protection</b>	50
· Approach to environmental protection	52
· Energy and emissions	53
· Biodiversity and protection of the marine environment	58
· Management of waste and water resources	60
<b>8. Local communities</b>	62
· Our approach	64
· Next door	68
· Safety in our DNA	69
· Eco-responsible	70
<b>9. About this report</b>	75

## Ladies and Gentlemen,

The year 2025 marked a breakthrough period for Baltic Hub – a time of dynamic operational growth, the completion of key investments, and further strengthening of our environmental and social responsibility.

The past twelve months have confirmed our strong position in the Baltic Sea region and across Central and Eastern Europe. We achieved a record container throughput of 2,767,287 TEUs, representing a 23% year-on-year increase. Over the course of the year, we handled 763 vessels, including 265 ocean-going ships. We also demonstrated our operational efficiency by setting a new record of 20,962 TEUs handled during a single vessel call.

The most significant milestone of 2025 was the full commissioning of Terminal 3 – a modern, automated container terminal that sets new operational standards in the region. This investment has significantly increased our handling capacity to 4.5 million TEUs per year. Automation of processes, advanced technologies, and the development of intermodal infrastructure enable us to respond even more effectively to the needs of global supply chains and the growing Central and Eastern European market.

At the same time, we continue to place safety at the centre of our operations. “Safety in our DNA” is not just a statement, but a guiding principle embedded in the daily work of the entire Baltic Hub team. We consistently develop our safety culture, invest in training, and continuously improve processes to ensure the highest standards for our employees, partners, and operations. The expansion of our service network, including connections to Asia, Europe, and the United States, further strengthens Baltic Hub’s role as a strategic logistics hub.

Alongside our operational development, we consistently pursued our sustainability objectives. We continued our efforts towards decarbonisation by investing in solutions that reduce emissions and support the terminal’s energy transition. Our approach is based on a long-term vision – reducing CO<sub>2</sub> emissions by 50% by 2030 compared to 2019, and achieving net zero for scope 1 and 2 by 2050.

In 2025, we further strengthened our engagement with local communities. As part of the fourth edition of the Busole grant programme, we supported seven valuable social initiatives, maintaining our financial commitment at 250,000 PLN.

We also expanded our employee volunteering programme “Arriving with help” which has become an important part of our organisational culture.

Our environmental initiatives also included the implementation of innovative solutions supporting ecosystem protection – including the use of the BeBot beach-cleaning robot, which enables effective removal of waste while minimising environmental impact. We also engaged in numerous educational and social initiatives – from clean-up actions and charity events to projects promoting health, safety, and community involvement.

Our people remain the foundation of all these efforts. Their knowledge, experience, and commitment enable us to achieve our ambitious goals. We continue to invest in skills development, workplace safety, and fostering a culture based on collaboration and responsibility.

I would like to thank all employees, partners, and stakeholders for their dedication, professionalism, and trust throughout the past year. The achievements of 2025 are the result of collective effort, strategic thinking, and a strong commitment to our values. Looking ahead, I am confident about the future of Baltic Hub. We will continue to invest in infrastructure, innovation, and people, while keeping safety, sustainability, and partnership at the core of everything we do.

I invite you to explore the Baltic Hub Sustainability Report 2025, which demonstrates how we are jointly building the future of Baltic Hub in a responsible and sustainable way.



**Jan van Mossevelde**  
CEO of Baltic Hub

# OUR 2025 ACHIEVEMENTS

2.77 MILLION TEUs

handled volumes

763

Total number of ships

498

Number of feeder ships

265

Number of ocean vessels

9,362

Number of trains

732,810

Number of trucks





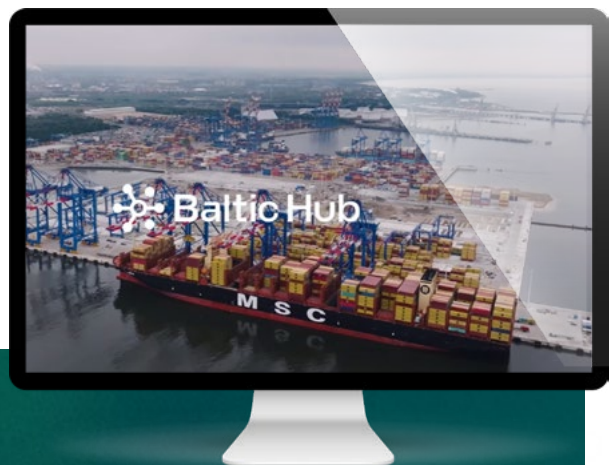


## TEU

(Twenty-foot Equivalent Unit)

is a unit of capacity used for ports and ships. It is equivalent to a container measuring 20 x 8 x 8.5 feet, or 6.10 x 2.44 x 2.59 metres

**1 TEU = 1 standard container**



[Albatros service inauguration - watch a video of handling MSC Maura vessel](#)

## More and more services at Baltic Hub

The year 2025 saw an increasing number of services at the Gdańsk terminal. Since the end of March 2025, Baltic Hub has been handling three weekly connections for Maersk Line as part of the Gemini Cooperation. In April, the first ships also called at Gdańsk within two new MSC ocean services: Britannia and Albatros, connecting the Far East with Europe. In August, the terminal welcomed the first ship through the new PLS (Poland Shuttle) service operated

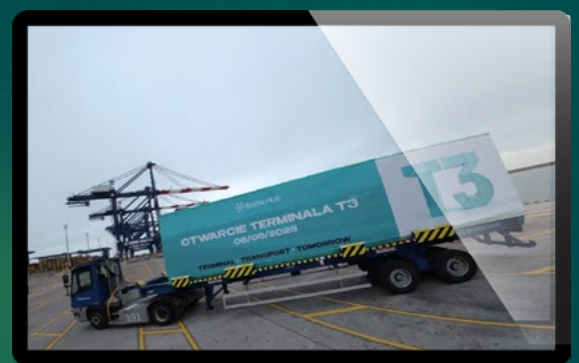
by Ocean Network Express (ONE), strengthening links with Western European ports. The Albatros service also reinforced transatlantic connections – in September, it was expanded to include direct connections to the east coast of the US, improving trade between Poland and the United States.

## KEY INVESTMENT COMPLETED

In 2025, Baltic Hub completed the construction of its key project of recent years – the T3 terminal. It is one of the largest port investments in the Baltic Sea region, which took three years to build. The official inauguration took place in June, and at the beginning of October, the terminal became fully operational. The investment increases Baltic Hub's total handling capacity by 1.5 million TEU per year, to 4.5 million TEU, strengthening Gdańsk's role as a strategic logistics hub for Central and Eastern Europe.

Terminal T3 is a 36.4-hectare facility with a 717-metre-long and 17.5-metre-deep quay, equipped with 20 remote-controlled aRMG cranes

and 7 STS cranes capable of handling the world's largest container ships. The new terminal offers over 7,600 storage spaces, and the terminal's electric equipment is supplied with electricity covered by guarantees of origin from renewable sources, supporting the Baltic Hub's goal of reducing emissions by 50% by 2030 and achieving climate neutrality by 2050. The significant increase in volumes in 2025 has been largely driven by the launch of the new T3 terminal in June.



[Watch the video of the official opening of the T3 investment](#)

## The awards of 2025

### HR Quality Award

This distinction is awarded as part of HR Quality Certification, the flagship survey of the Association of HR Practitioners, which brings together more than 200 Polish employers. In this year's survey, special emphasis was placed on the effectiveness of the HR function and its impact on the organisation. For us, the award is recognition of the HR department's role as a key partner in building our company's success.

### Pomeranian Economy Griffin 2025 Award in the Innovation Category

The award-winning Wharf Optimisation Project is a groundbreaking solution that has revolutionised the way ships are handled at Baltic Hub.

### Forbes Diamonds 2025

Baltic Hub was recognised in the Forbes Diamonds 2025 ranking in the large company category.

This distinction is awarded to companies that have dynamically increased their value in recent years, demonstrating financial stability, payment reliability, and a responsible approach to business cooperation.

### Global Operational Efficiency Excellence Award

COSCO SHIPPING LINES

Baltic Hub container terminal has been honoured with the prestigious Global Operational Efficiency Excellence Award by COSCO SHIPPING LINES. This recognition is a testament to our terminal's strong operational standards and successful collaboration within the Ocean Alliance.

### Dziennik Bałtycki "Golden 100 of Pomerania"

Baltic Hub was recognised in the Dziennik Bałtycki's "Golden 100 of Pomerania" ranking, receiving the title of Best Employer 2024 for its dynamic employment growth in 2024.

### Lighthouse of Maritime Economy 2025



The award was granted for the construction of the T3 terminal and a significant increase in Poland's potential on the global container logistics map.



# Our transformation - sustained growth and investments

## 2005-2007

The construction of a 36-hectare container terminal capable of handling 500,000 TEUs per year.

## 2010

The start of a new direct connection with Asia and the start of handling 8,000 TEU container vessels.

## 2011-2013

The start of handling Maersk Line's E-type class container vessels with a capacity of 15,500 TEUs in 2011, and then, two years later, the first Triple E container vessel with a capacity of 18,000 TEUs arrived at the terminal.

## 2015-2016

The start of cooperation with the 2M Alliance paved the way for collaboration with two of the world's largest shipping lines. It was the start of handling vessels with a capacity of over 19,000 TEUs. The official opening of the second deep-water container quay, T2, which, among other reasons, meant increasing the annual handling capacity to 2.9 million TEUs.

## 2019

Terminal was jointly acquired by PSA International Pte Ltd (PSA), the Polish Development Fund (PFR) and the IFM Global Infrastructure Fund (IFM). Crossing the border of 2 million TEUs handled in one year.

## 2020-2021

Opening a representation located in Prague. Implementation of fully automated gates to register trucks and containers.

## 2022

Completion of the modernisation of a rail terminal. The start of construction of Terminal T3.

## 2023

- January – the name DCT Gdańsk was changed to Baltic Hub.
- May - the inclusion of Baltic Hub into the short sea shipping connection network of the CMA CGM group.
- September – handling the 20-millionth container and handling the world's largest container ship powered by LNG.
- October - launching of the FAL1 ocean service in cooperation with the CMA CGM group.
- November - The last of 10 new eRTG cranes were commissioned.
- The construction of T3 - as a result of the work in progress, an artificial island was created, with an area of 36 hectares, on which the yards will be located.

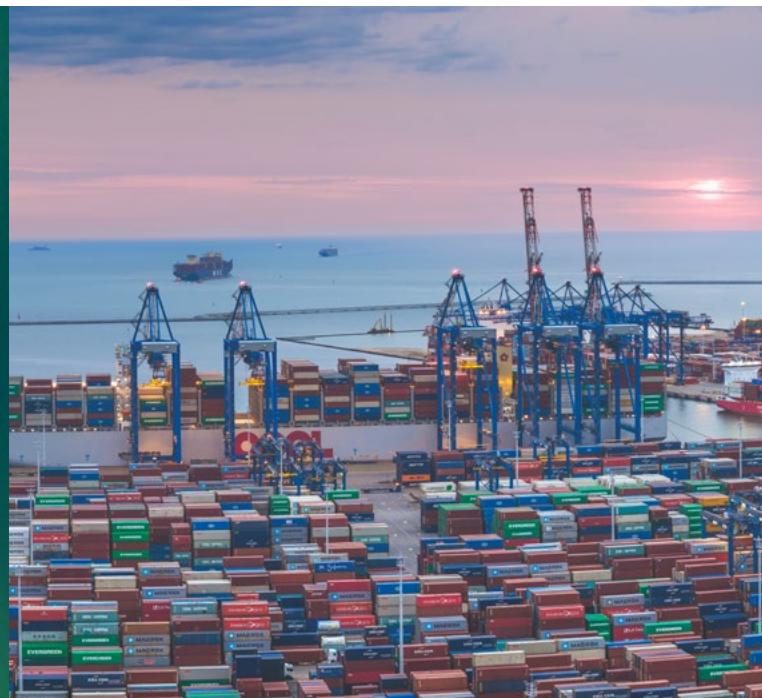
## 2024

- June – cornerstone laying ceremony for the construction of the third terminal, T3. This was a significant moment, commemorating not just the investment itself, but also marking an important milestone for the maritime economy of Poland and the Baltic region. The ceremony gathered members of Baltic Hub's management and supervisory boards, shareholder representatives, key stakeholders, clients, and contractors, as well as representatives of local and national authorities.



- July – commissioning of the fourth RMG crane at the railway siding. The crane is equipped with an OCR system, anti-collision technology, and operator-assist cameras. These innovative features have improved safety, efficiency, and operational precision. The installation has increased the railway siding's capacity to over 800,000 TEUs per year, addressing the growing demand for rail connections with Central and Eastern European markets.
- August – 2 out of 25 electric RTG cranes at Terminal T2 began operating in automated mode.
- October – arrival of four out of seven giant STS cranes at the T3 quay.

The concept for the deep-water container terminal located in Gdańsk began in the late 1990s in order to address the ever-growing potential of the Baltic's deep-water trading routes. Baltic Hub was selected by the Port of Gdańsk to design, construct and operate a new independent deepwater container port that today is the largest of its kind in the Baltic.



## 2025+

- March – new Maersk Line services at Baltic Hub as part of the Gemini Cooperation; Arrival of the last three STS cranes at the T3 terminal.
- April – two new ocean services of the shipping line MSC – Albatros and Britannia.
- June – Baltic Hub officially inaugurates the T3 terminal, strengthening Poland's position as a key logistics hub.



- August – new service of the shipping line CMA CGM – Scandinavia West Coast Express (SWX); New transatlantic connection in Gdańsk.

- September – new PLS (Poland Shuttle) service by Ocean Network Express at Baltic Hub.



- October – handling of the 25 millionth TEU since the terminal's inception; Pilot Arctic voyage to Gdańsk.



# ABOUT BAL TIC HUB

## Who are we?

Baltic Hub is Poland's largest and fastest-growing container terminal. We connect Poland with Asia, the European Union market, and the emerging markets of Central and Eastern Europe, as well as the entire Baltic Sea region. Our terminal attracts the world's largest ships that depart from the Far East. We handle Polish imports, exports, and transit. With our exceptional connectivity to various destinations, we serve as a main terminal for many ship owners.





The total length of the three deepwater berths of the terminal is 2.1 km, allowing it to handle six ships at once and more than 750 annually. As of 2025, following the completion of the automated T3 terminal, Baltic Hub has a total handling capacity of 4.5 million TEU annually, over 124 hectares of yard space, and around 2.1 km of deep-water quay fitted with state-of-the-art equipment, including 21 STS quay cranes and 76 yard cranes: 20 aRMGs, 52 RTGs, and 4 rail RMGs. The terminal complex also includes seven rail tracks, each 750 metres long, forming a 5.25 km modern rail siding, as well as an automated truck gate complex. These capabilities make Baltic Hub one of the largest container terminal complexes in Europe and a true container hub of the future.

2025 was another year that abounded in records and investment projects, showcasing the dynamic growth and innovativeness of our company. The operating result of the terminal in 2025 is 2,767,287 TEUs – 23 % more than in the previous year. The highest volume handled during a single vessel call, 20,962 TEUs, was reported in October on the OOCL Japan vessel.



# Terminal location





## The ownership structure and management

Our head office is located in Gdańsk. As a member of the PSA Group, we are part of PSA's global network.



### PSA International (PSA)

is a leading global port operator and trusted partner to cargo stakeholders. Currently, PSA's portfolio comprises over 70 deepsea, rail, and inland terminals across more than 180 locations in 45 countries – including two flagship port operations in Singapore and Belgium. Drawing on the deep expertise and experience from a diverse global team, PSA collaborates with its customers and partners to develop world-class port ecosystems and deliver innovative supply chain solutions to accelerate the shift towards sustainable trade.

### Polski Fundusz Rozwoju (PFR)

is a financial group that offers instruments supporting the development of businesses and investments for sustainable social and economic growth in the country. The aim of PFR, as a Polish

promotional financial institution, is to implement programmes that increase long-term investment and economic potential, while also supporting equal opportunities and environmental protection

### IFM Investors

is a global institutional funds manager, which as of March 31, 2024, managed \$145 billion in assets. Founded over 25 years ago and owned by 17 Australian superannuation funds. IFM Investors' interests are deeply aligned with those of its investors. Investment teams in Australia, Europe, North America, and Asia manage institutional strategies across fixed income, infrastructure, publicly traded equities, and private equity.



## Baltic Hub's Management Board



**Jan Van Mossevelde**  
**Chief Executive Officer**

**Jan van Mossevelde** assumed the position of Chief Executive Officer of Baltic Hub on 1 January 2025.

Jan has extensive experience in the port and logistics industry. He began his career at the Hessenatie terminal in Belgium, which later became part of the PSA Group. He has held senior commercial, operational and managerial positions in PSA's business units in Belgium, Italy and most recently in Canada.

He has consistently led diverse teams, delivering innovative solutions and operational excellence.



**Jan Pollak**  
**Chief Financial Officer**

**Jan Pollak** took up the position of Chief Financial Officer at Baltic Hub on 1 October 2025.

Jan has over 20 years of experience in finance and management, gained in international organisations in the industrial and service sectors. He has extensive expertise in corporate finance management, strategic planning, controlling, and process optimisation. He started his career in the insurance industry and then spent 14 years with Kompania Piwowarska, where he was responsible for financial planning, controlling, budget management, and commercial and investment process support. Since 2019, he has served as CFO and member of the management board at RECARO Rail (formerly Growag), a company owned by the RECARO Holding and operating in the railway sector. There, he was responsible for financial strategy and business development supervision.

He is a graduate of the University of Economics in Poznań, where he completed a master's degree in economic policy and business strategy and a bachelor's degree in economic analysis and controlling.

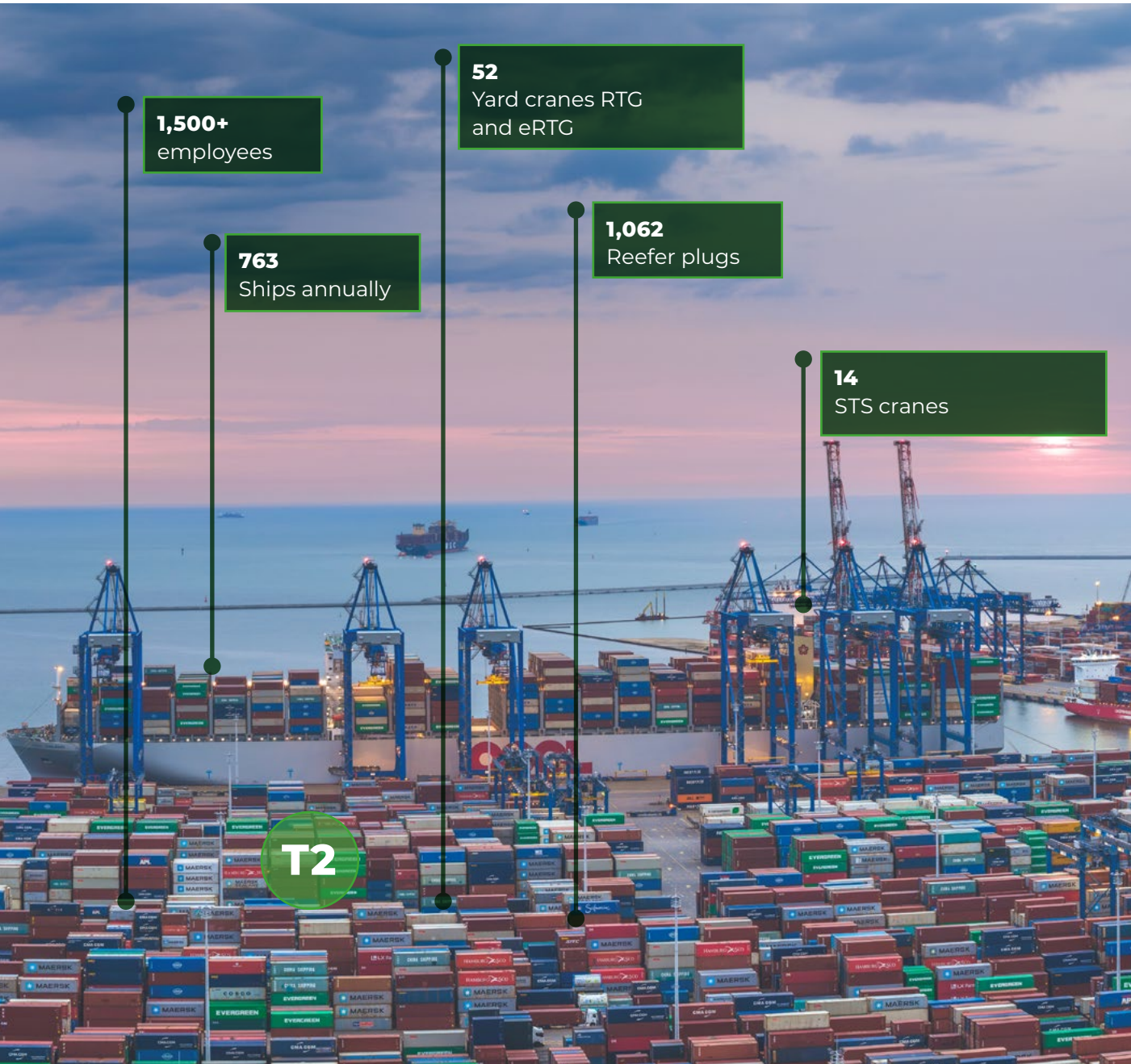
# Our activity

In brief, our activities revolve around port operations and the handling of containers. Our clients are shipping lines and freight forwarders, which enable companies to transport goods by sea and collect cargo arriving at the Port of Gdańsk. Freight can be delivered to or picked up from the terminal in containers by trucks or trains. We conduct all these activities in strict

adherence to safety rules and with due regard for the health of our employees.

Our operations run 24 hours a day, 365 days a year. Unloading and loading a container ship is a complex and precision-driven process, during which cargo in containers is handled by cranes. Containers must be placed in the exact designated locations,

## Deep-water quay and modern handling equipment



whether in the storage yard or on board a ship. After unloading, our customers decide on the further course of action for the containers. At Baltic Hub, we provide options for container handling across different transport modes, including sea, rail and road.

Our infrastructure enables us to handle containerised cargo as well as non-standard cargo, including oversized or extremely heavy items. We also offer port adjacent services such as container forming and unforming, along with cargo storage solutions.



# Dynamic growth and investment in innovation

We are a preferred terminal for many shipping lines due to our advantageous location, quality of services, and modern infrastructure. We play a significant commercial role in the Baltic Sea region, having introduced direct connections for container ships from North-East Asia, thus assisting numerous Central European companies in establishing trade relationships with their global counterparts, ultimately

fostering their growth. As the business landscape dynamically changes due to commercial trends, economic cycles, and customers' evolving needs, we invest in projects aimed at further innovations and process automation to enhance work efficiency and safety at the terminal. We aim to continue to enhance our performance and remain vigilant to the needs of our customers and partners while also protecting the environment and the community in which we operate.

## Examples of 2025 projects:

### Completion of the T3 terminal construction

In October 2022, one of the largest investments in the Baltic Hub area commenced – the construction of the third terminal, the T3 project.

The investment lasted 3 years, and as a result of the construction works, an artificial island with an area of 36 hectares was created, which serves as a container stacking and maneuvering yard. In 2025, T3 terminal became fully operational. The T3 terminal is fitted with state-

of-the-art electrified equipment that not only improves operational efficiency but also reduces the terminal's environmental impact. The equipment includes 20 automated Rail Mounted Gantry (RMG) cranes and seven semi-automated Ship-to-Shore (STS) cranes - among the tallest of their kind in Europe - capable of handling vessels with a capacity of 24,000 TEUs and more. In 2024, four STS cranes and twelve aRMG cranes arrived at the T3 terminal, with eight of them already assembled. In 2025, the remaining equipment arrived: three STS cranes and eight aRMG cranes.



### Investment

- OCTOBER 2022 start of the construction
- OCTOBER 2025 end of the construction
- 470 million EUR value of the investment

### T3 specification

- 36 ha additional area
- 717 m length of the quay
- 17.5 m depth near the quay
- 7 STS cranes with a reach of 25 rows
- 1.5 million TEUs annually additional handling capacity
- 20 automated RMG cranes



**2026 focused on new investments**

Baltic Hub is not slowing down and is entering the new year with plans that will contribute to the consistent development of the entire complex and strengthen its capabilities. The importance of rail volume is growing – in 2025 alone, the terminal handled 9,362 trains (over 1,100 more than in 2024), and among the key activities for the coming year is the further development of the rail system. There are also plans to develop the gate complex, which will increase the terminal's throughput and improve service to business

partners. Baltic Hub will take full advantage of the opportunities offered by the T3 terminal to compete even more effectively in the market and ensure the highest operational reliability. All these activities will be accompanied by values that are key to the company: people, safety, innovation, and a responsible approach to the environment.

[Watch the video:  
Four new STS cranes on  
their way to Baltic Hub](#)



# Impact on the economy

Our terminal plays a vital and direct role in the Polish economy at both regional and national levels. As such, our business decisions are based on sound economic principles and in-depth market analysis, with a focus on long-term profitability and building a sustainable business. These are key indicators for both efficiency and market trust in our services.

## In 2025, our collaborative network included:

**1,314** forwarding companies and customs agencies

**1,798** road hauliers

**34** train operators

Since the beginning of our operations, we have also played an important role in state infrastructure, including the Maritime Office, for which operational standards and a high level of safety are key priorities.

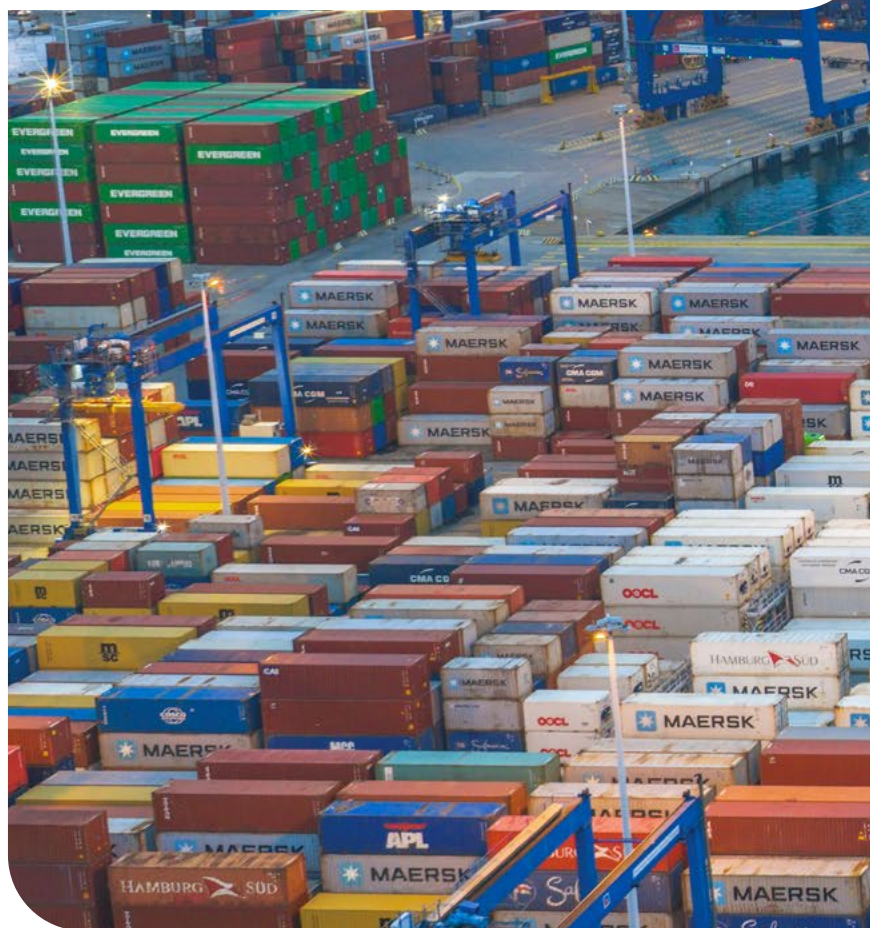
We collaborate with selected national and regional organisations and agencies to support and build strong relationships. We support the development of entrepreneurship and a competitive economy.

The business partnerships we are engaged in include:

- Pracodawcy Pomorza
- Gdański Klub Biznesu
- Business Centre Club (BCC)
- American Chamber of Commerce in Poland (AmCham)
- Employers of the North Forum

As a reliable business partner and a large company, we use services and supplies provided by thousands of small, medium, and large enterprises in Poland. Our success is also their success, and the growth of Baltic Hub supports the development of subcontracting companies and contributes to employment growth, economic development, and increased tax payments. Baltic Hub also indirectly generates thousands of jobs in partner companies and in the transport, services and local commerce sectors.

In 2025, we paid more than 218 million PLN to the state budget, in the form of taxes and social insurance contributions, supporting the growth of the Polish economy. Moreover, we generated around 41 billion PLN for the state budget from VAT, excise and customs duties.



# We generated **PLN 41 billion** for the Polish state budget from border taxes

\*including PLN 32.4 billion settled by authorised entities under Article 33a of the VAT Act, through VAT-7 tax declarations submitted to tax offices.

GRI 202-1

## Public taxes paid in 2025 (in PLN):

**102.3** mln

Corporate Income Tax

**91.2** mln

Social Security  
Institution

**24.5** mln

Personal Income Tax

## Polish budget receipts from customs declarations (in PLN):

**0.095** bln

Import Excise Duty

**3.2** bln

Customs Duties

**37.6** bln

VAT

\*including 32.4 billion PLN settled by authorised entities under Article 33a of the VAT Act, through VAT-7 tax declarations submitted to tax offices.

# MANAGEMENT AND CORPORATE GOVERNANCE

We set **high standards of conduct** for all employees and executives, understanding that acting in accordance with procedures, standards and defined guidelines supports strong corporate governance. It is also our commitment to conduct our business in accordance with the highest standards of fairness to customers, partners, public institutions, the local community and the environment. One element of corporate governance is the values we express in our daily work.





## OUR VISION:

- Baltic Hub - the first-choice terminal in the heart of the Baltic Sea

## OUR MISSION:

- We continuously create added value for customers and shareholders through innovative ways of meeting their needs

## OUR VALUES:

- **Competitiveness** – we create a unique offer, changing the logistic model in the region
- **Innovation** – we continuously look for increasingly better ways of meeting clients' needs, setting ourselves new challenges
- **Reliability** – we provide services of the highest standard, always fulfilling our commitments
- **Social responsibility** – at Baltic Hub, this means an uncompromising approach to workplace safety and respect for the local community and natural environment

## Management system

Corporate governance provides the framework for our company's operations and covers all areas of management, from planning and management control to performance measurement and reporting.

Corporate governance at Baltic Hub consists of practices, processes and policies that balance the interests of shareholders, management, customers, employees, suppliers, local communities and financial institutions. The foundation of corporate governance is an integrated management system consisting of four separate systems:

1. Quality management system
2. Environmental management system

3. Health and safety management system
4. Energy efficiency system

The integrated management system is confirmed by the following certificates:

- ISO 9001:2015 Certificate – specifying requirements for the Quality Management System
- ISO 14001:2015 Certificate – concerning the Environmental Management System
- ISO 45001:2018 Certificate – specifying requirements for the Occupational Health and Safety Management System
- EMAS Certificate – relating to the Eco-Management and Audit Scheme
- ISO 50001:2018 Certificate – specifying requirements for the establishment, implementation, maintenance and improvement of the Energy Management System.



**In our organisation, we follow a process-based approach:**

GROUP OF PROCESSES	PROCESS
1. Operational	1.1. Operational planning
	1.2. Reception of vessels
	1.3. Vessel operations
	1.4. Vessel departure
	1.5. Transport and allocation of cargo
	1.6. Land operations
2. Maintenance	2.1. Purchases
	2.2. Maintenance of mechanical infrastructure
	2.3. Maintenance of construction infrastructure
	2.4. Maintenance of telecommunications and system infrastructure
3. Stakeholders	3.1. Human resources management
	3.2. Customer service
	3.3. Handling complaints
	3.4. Site security
4. Integrated Management System	4.1. Quality management
	4.2. Environmental and energy management
	4.3. Health and safety management
	4.4. Business continuity management

**We manage risk**

Baltic Hub has a Risk Management Plan in place, the purpose of which is to properly coordinate this area and to support those responsible for the various functions in the organisation in creating

and updating risks and opportunities related to our business. The scope of the plan covers all processes within our company and applies to all employees.

## **We build a culture of dialogue and trust**

We collaborate with local and international stakeholders, maintaining constant communication with them. From an operational perspective, the key groups are shareholders, customers, employees, suppliers, the local community, and subcontractors. We build trust through partnerships and transparent relationships. We act ethically and expect the same in return.

## **The Code as a compass of business ethics**

At Baltic Hub, we adhere to the PSA Code of Business Ethics and Conduct (The Code), which forms the foundation of our company's operations. The Code outlines the methods of conducting business and standards of behaviour. Adherence to these standards is crucial for our organisational culture, relationships with stakeholders, ethical decision-making, employee engagement, personal responsibility, information security, anti-corruption policy, and the sustainable development of our operations.

All employees have access to The Code and are required to familiarise themselves with its content. We aim for the document to be comprehensible and to present the rules of conduct in an accessible way. Each section of The Code includes a series of questions and answers, providing guidance on how to act when there is uncertainty or doubt about the assessment of a given situation. In such cases, any employee can consult the Human Resources or Legal Department.

## **Safety of data and information**

We maintain transparent and open communication while respecting confidentiality. All confidential information is subject to the Documentation and Information Policy. Simultaneously, The Code governs the management of personal data as a valuable company resource. Employees are required to comply with the rules governing the handling of confidential information accessed in the course of their work. At Baltic Hub, a data privacy policy is also in place, regulating the collection, use, transfer, and security of data concerning employees, customers, and other entities.

## **Cybersecurity and Artificial Intelligence Tools**

Baltic Hub applies internal cybersecurity protocols aligned with legal requirements, industry standards, and best practices to protect its systems and data from evolving digital threats. Employees are responsible for using approved security controls to ensure the confidentiality, integrity, and availability of the information they manage.

All employees must comply with Baltic Hub's cybersecurity policies, procedures, and regulations to prevent unauthorised access, data breaches, and cyberattacks.

The use of Artificial Intelligence (AI) tools – including generative AI like chatbots and image generators – must be responsible and secure. While these tools can boost efficiency, they carry risks related to accuracy, security, and intellectual property.





## Whistleblowing

To uphold integrity at Baltic Hub, an internal whistleblowing procedure has been introduced. It allows employees, business partners, and external parties to report breaches under the Whistleblower Protection Act, ensuring protection for individuals acting in good faith. Under the procedure, breaches may be reported in relation to:

1. corruption
2. public procurement
3. financial services, products and markets
4. prevention of money laundering and financing of terrorism
5. product safety and compliance
6. safety of transport
7. environmental protection
8. radiological protection and nuclear safety
9. food and feed safety
10. animal health and welfare
11. public health
12. consumer protection
13. protection of privacy and personal data
14. security of ICT networks and systems
15. financial interests of the State Treasury of the Republic of Poland, the local government unit and the European Union
16. the EU internal market, including public law principles of competition, state aid and corporate taxation
17. constitutional freedoms and human and civil rights, occurring in the relations of the individual with public authorities and unrelated to the areas indicated in items 1-16.

Employees and contractors must:

- verify AI-generated content before use,
- avoid sharing confidential or sensitive Baltic Hub data via public AI platforms,
- never use AI tools for illegal, unethical, or harmful activities.

Protecting company data, reputation, and intellectual property is a shared obligation across the organisation.

## Anti-Corruption Policy

BHCT complies with all applicable laws and regulations, in particular anti-corruption regulations. Employees are required not to offer or accept bribes, unauthorised payments, or any benefits that could influence business decisions or provide an unfair advantage. Any suspected violations, concerns regarding legal compliance, or situations related to gifts or incentives should be reported to the Legal and Corporate Affairs Director.

### You can report through:

Email: [whistleblowing@baltichub.com](mailto:whistleblowing@baltichub.com)

Phone: +48 58 737 79 88

Post:

Baltic Hub Container Terminal Sp. z o.o.  
ul. Kontenerowa 7, 80-601 Gdańsk  
(marked: "For the addressee only – Legal and Corporate Affairs Director", in a double-wrapped envelope)

As part of the fraud reporting system in place, we protect the identity of reporters, which is confidential. All reports are subject to review by the relevant departments, depending on the subject area of the report.

# APPROACH TO SUSTAINABLE DEVELOPMENT

**Baltic Hub** is committed to maintaining an unwavering focus on safety and demonstrating respect for the local community and natural environment.

We align our actions with the **United Nations' Sustainable Development Goals (SDGs)** and actively support their achievement.

As Baltic Hub, we engage in the pursuit of SDGs as part of our commitment to safety, conservation of natural resources, support for our employees, and ethical conduct.





# Baltic Hub aligns its actions with the Sustainable Development Goals (SDGs) by prioritising:

Conservation of natural resources, ensuring the safety of work within the terminal, and minimising potential risks to the surrounding environment.

A circular graphic containing six SDG icons: 3 (Good Health and Well-being), 7 (Affordable and Clean Energy), 12 (Responsible Consumption and Production), 13 (Climate Action), 14 (Life Below Water), and 15 (Life on Land).

# Vision and Goals for Sustainable Development

Our business strategy is aligned with the UN SDGs, operating in harmony with environmental and social considerations.

Social responsibility is one of our core values, characterised by an unwavering commitment to both the local community and the natural environment. In our day-to-day operations, we actively pursue our Vision for Sustainable Development, which revolves around three pillars:

- Employees
- Environment and safety
- Local community

## SDG Goals:

Responsible and ethical behaviour towards employees and business partners.

A circular graphic containing two SDG icons: 8 (Decent Work and Economic Growth) and 9 (Industry, Innovation and Infrastructure).

Supporting employees and local communities in maintaining their health, engaging in physical activity, and fostering intellectual growth.

A circular graphic containing four SDG icons: 1 (No Poverty), 4 (Quality Education), 10 (Reduced Inequalities), and 11 (Sustainable Cities and Communities).



## Declaration of Sustainable Development of Baltic Hub

As Baltic Hub, we strive for stable growth and prioritise sustainable and harmonious business development. Our dedication to the concept of sustainable growth, particularly in the context of environmental protection and climate preservation, is exemplified by the Declaration of Sustainable Growth, which stems from the requirements of the Integrated Management System. First published in 2015, this declaration stands as one of the most critical strategic documents within our company.

Through this declaration, we have committed to providing favourable mechanisms and conditions for transport chain planning, optimising costs and quality, while ensuring workforce safety, community wellbeing, and consideration of environmental impact.

This commitment stems from the unique location of our terminal, situated on environmentally valuable terrain (including areas protected by Natura 2000), rich in historical and cultural significance.

Supervision over adherence to the Declaration is overseen by the Management Board, with the entire personnel actively involved in implementing the commitments outlined in the document. This includes the opportunity for active participation in shaping these commitments.



### **Selected commitments from the Declaration of Sustainable Development of the Baltic Hub Container Terminal:**

- Integrated management of the organisation and achievement of business objectives in a socially responsible manner
- Solidity and competitiveness ensure the fulfilment of customers' needs and the delivery of services at the highest level
- Constant pursuit of innovative approaches to implemented processes, taking into account new technologies and solutions that ensure the integration of quality, environmental, energy, and occupational safety aspects
- Conducting and optimising processes in an energetically efficient manner, improving the energy score (as an important aspect of international climate policy and linked to operational costs)
- Ensuring safety and comfort of work for all personnel working on the premises of the company, including clients' and contractors' personnel, along with the implementation and maintenance of the zero accident rule
- Elimination of threats and reduction of risk level, as well as prevention of occupational diseases
- Respect for our surroundings and the natural world, minimising environmental impacts, including waste prevention
- Limiting the impact on the environment in Scopes 1 and 2 through a 50% reduction in carbon emissions by 2030 compared to the 2019 baseline, and achieving net zero emissions by the year 2050 (in line with the objective of PSA Group)
- Leading investment processes while preserving biodiversity and conducting compensation where necessary



# ESG

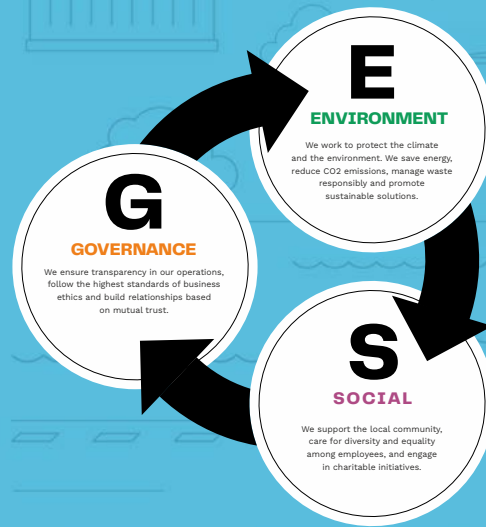
responsible business is our strength!

## What is ESG to Baltic Hub?

At Baltic Hub, we work with the environment, society and corporate governance in mind, with a focus on sustainability and ethical business. **We protect nature, help people and act with integrity!**

**Creating a better future together.**

MORE INFORMATION COMING SOON!



 Baltic Hub



## ESG in action

Baltic Hub's action strategy aligns with the principles of ESG (Environmental, Social, and Governance). These three areas represent corporate activities where sustainable development principles should be upheld. The importance of ESG for businesses is steadily increasing due to evolving legal regulations in this field and the resulting responsibilities for corporations. The first ESG strategy of Baltic Hub was implemented for the years 2024-2026. Throughout those years, efforts were focused on collecting and analysing data gathered by the ESG unit in cooperation with multiple departments. The strategy will remain in effect until 2026, and during that year work will begin on developing a new strategy for 2027-2029. As part of our efforts to disseminate knowledge and best practices related to ESG, we conduct internal training sessions attended by members of the Board, among others. To raise awareness of ESG topics and the assumptions behind the Baltic Hub ESG strategy, we are running an internal information campaign for employees, including posters, graphic animations and articles shared across all internal communication channels.

At Baltic Hub, the ESG domain is overseen by the Director of Sustainable Development - the head of the department consisting of two operational divisions: the Safety and Security Division, including

Project safety and the Systems, Sustainability and ESG Division.

The tasks of the team responsible for sustainable development are comprehensive and include, among others:

- Managing initiatives to limit carbon emissions and initiating efforts to protect the environment and promote sustainable development. This includes developing the ESG strategy, climate strategy (with a focus on marine environment protection), implementing decarbonisation projects, calculating carbon footprints, and transitioning towards a closed-loop economy. Additionally, the team is responsible for staying abreast of legal changes in the field of sustainable development, including EU and national regulations.
- Conducting training on sustainable development.

# SAFE CREW

The greatest asset of Baltic Hub is our people — it is thanks to them that our company continues to grow dynamically. We strive to create a safe and welcoming workplace where everyone feels valued and included.

**We are guided by the motto “Safety in our DNA” — we prioritise the safety of our employees and continuously work to raise their awareness in this area.**

We focus on retaining our employees for the long term, which is why we focus on fostering mutual trust, respect, and a supportive work environment.





## Baltic Hub Staff

In 2025, we increased our workforce by approximately 3.47%. We hire based on employment contracts, offering competitive salaries and an attractive benefits package.

GRI: 2-7, 401-1

Employment Structure

### Percentage of newly hired employees



	2024			2025		
	Women	Men	Total	Women	Men	Total
Total	216	1,224	1,440*	207	1,283	1,490*

\* as of December 31, 2025





TOTAL EMPLOYMENT  
AT BALTIC HUB IN 2025:

**1,490**  
EMPLOYEES

## Equality and diversity

We provide transparency in HR processes and career paths to all of our employees, ensuring we operate in the spirit of equality and diversity. We treat diversity very broadly, encompassing all aspects by which we differ from or are similar to each other. Through our internal projects, we promote equality at work. We hire people of different nationalities, and our organisation also caters to the needs of disabled employees. We realise that our industry is characterised by a higher number of employed men than women. Thus, we appreciate the women working at Baltic Hub by engaging them in video content in which they can talk about what they do on a daily basis at

work, as well as about their successes. Every year, all women at Baltic Hub receive a gift to mark Women's Day. We hope that, thanks to incentives like this, we can show that our company is open to everyone, which, as a result, will increase the number of women in our overall workforce. We are committed to creating working conditions for future and current parents. We adhere to labour rights and human rights.

[International Women's Day 2025  
at Baltic Hub](#)



# Career Development and Competency Assessment

Precise job descriptions and systematically implemented competency matrices across various processes support our career development. The matrix specifies which employee skills are most needed in specific areas of activity. This enables team managers to optimally plan employees' career development paths.

We ensure that employees regularly receive feedback on the quality of their work and have the opportunity to respond to it. Every year, employees undergo an evaluation, which also includes an analysis of their professional skills development and planning for further career growth. The employee evaluation is tailored to the specific position. Managers and administrative staff are also subject to performance reviews through the assessment of set bonus targets.

In the Technical and Operations Departments, annual HR meetings are held with managers and foremen to jointly select candidates for promotion. Before these meetings, the HR Department prepares a summary based on pre-agreed criteria. This summary includes an evaluation of the candidate's work, any penalties or awards received, past performance assessments, feedback, and their seniority within the position. The employee's involvement in safety-related activities is also taken into consideration. In administrative departments, individuals for promotion are identified by the head of the department, with the support of the HR Director. During this process, factors such as work performance, competence development potential, and commitment are taken into account. At Baltic Hub, employees have the opportunity to participate in internal recruitment with the approval of their supervisors.





### Examples of training projects carried out in 2025:

- Business Excellence Academy
- Access to Udemy training platforms
- Specialised training in labour and tax law
- Certification training for machine operation
- IT training
- Technical and operational training
- Occupational health and safety (OHS) training for middle management, conducted monthly
- Samurai at Work
- Co-funding of English language courses

## Trainings at Baltic Hub

At Baltic Hub, an annually updated training and development programme for employees is in place. The annual expenses for this purpose in 2025 amounted to 1,860,545.5 PLN. The training area focuses on specialised training that is essential for employees to carry out their job responsibilities while also enhancing work efficiency. Initial training lasts from two days to two months. It starts with general instruction, followed by job instruction (the first training consists of basic instruction, commonly

referred to as OHS training, and then there is also a general instruction given by a supervisor or the training unit). After that, position-specific training takes place. At this point, our workers familiarise themselves with all the procedures, rules, and devices that are essential for completing their job. On the other hand, the development trainings are focused on advancing their soft skills, such as leadership competencies. Furthermore, all employees can benefit from funding for language courses. Additionally, every employee with a company email address has the opportunity to gain access to the Udemy training platform.

Our goal is for every employee to complete at least 16 hours of training during the year.



GRI: 2-7, 404-1

### Average number of training hours per year per employee by gender and employment category

Employment categories	2024			2025		
	Number of employees	Total number of training hours	Average number of hours per employee	Number of employees	Total number of training hours	Average number of hours per employee
All employees	1,440	61,991	43.05	1,490	54,164	36.35
Women	216	10,043	46.50	207	6,709	32.41
Men	1,224	51,948	42.44	1,283	47,455	36.99
Management	50	2,990	59.80	55	2,051	37.29
Other employees	1,390	59,001	42.45	1,435	52,133	36.32





## Employee benefits

We offer our employees a wide range of benefits and non-wage perks. As part of the cafeteria system, employees have a budget of 350 to 500 PLN per month, which can be used for, among other things, a sports card, life insurance, or personal goals in the form of a prepaid card.

### Employee benefits

- Private medical care
- Life insurance
- Subsidies for studies, training, and courses
- Subsidies for language learning
- Preferential loans
- Subsidies for sports activities
- Company sports team
- Subsidies for meals in the canteen
- Prepaid cards
- Holiday gift packages
- Birthday celebration - a gift from the company
- Free parking for employees

## We recognise the potential

For Baltic Hub, which has experienced rapid workforce growth in a short period due to expanding operational needs, acquiring new employees remains crucial to sustaining the company's continued growth. We run multiple recruitment campaigns on online platforms like LinkedIn and Pracuj.pl. We have an employee referral programme in place, with a reward of 2,000 PLN for referring a new employee.

We conduct internship programmes for high school students and university students. Twice a year, we invite students from the patron class of the Maritime School in Gdańsk for vocational internships in administrative positions. We also run paid summer internship projects, including students from the Gdańsk University of Technology. Interns have the opportunity to gain their first professional experience and skills. At the end of the collaboration, they receive an assessment of their competency and engagement during the internship, with the possibility of a job offer.

## Occupational Health and Safety (OHS)

One of the pillars of our sustainability vision is to support employees in staying safe and healthy. A workplace such as a container terminal is very demanding in this regard in terms of maintaining constant attention and caution. This is mainly influenced by the 24/7 traffic of vehicles and machinery, and the volume of containers handled at the terminal.

## We provide safety trainings

- Initial and periodic OHS training
- Job-specific training
- Fire training
- First aid training
- Working at height training



## Health and Safety Management System

At Baltic Hub, under the Integrated Management System, we have put in place a Health and Safety Management System. Health and Safety procedures and policies have been included in the implemented corporate health and safety management system and Health and Safety Policy, which obliges us, as an employer and all employees, to:

- comply with all occupational safety regulations, rules, and standards
- provide and maintain technical equipment in good and safe condition
- provide occupational health and safety instructions and training to employees
- inform managers about their responsibility for the safety of their subordinates
- raise employee awareness and promote personal responsibility for their safety and the safety of others
- conduct tests and measurements of harmful health factors present in the workplace
- develop procedures to ensure a thorough consideration of factors relevant to the health and safety of workers
- provide appropriate personal protective





## An individualised approach to security

- equipment suitable for employees' working conditions and duties
- ensure the availability of first aid facilities
- analysis of the causes of accidents and near misses
- constant cooperation with the Social Labour Inspector

Risk assessment sheets are in place for each position in accordance with legal requirements. In their development, we took into account the opinions of employees and the Social Labour Inspector. The employer is responsible for ensuring safety within the organisation. The entire management team is responsible for the health and safety of their work, their employees, visitors to the terminal, and all the people under their direct supervision conducting activities in the areas they oversee.



## Building awareness and preventing accidents

We are fully aware that the success of the safety management system largely depends on the awareness and commitment of middle management and senior management. Therefore, depending on their position, directors, managers, and team leaders are required to conduct health and safety inspections quarterly or monthly. The visible involvement of managers influences employees' awareness and proactive approach to any health and safety irregularities. Employees are familiarised with occupational risk assessment cards and job-specific instructions. Middle-level personnel participate in monthly thematic training sessions in the area of health and safety.

At Baltic Hub, we have a policy for reporting incidents and accidents at work. All employees have access to the Health and Safety Alert tool for reporting irregularities. Each report receives a response, informing employees about the actions taken by the organisation regarding the issue. Additionally, through another solution called IDEA BOX, employees can

submit innovative ideas and receive a reward if their idea is implemented. Every quarter, an employee of the quarter is selected from health and safety observations and individual reports made by team leaders, recognising their outstanding efforts to improve health and safety. (More in Safe Attitudes).

All external individuals, before entering the terminal area, are required to familiarise themselves with the hazards and basic safety rules tailored to the type of work being performed at the terminal. There is also a safety guide accessible on our website that serves as a comprehensive resource on health and safety, and environmental protection.

At the terminal, it is mandatory to wear personal protective equipment, including full footwear, a protective helmet with a chin strap, and a reflective vest. In the case of high-altitude work, additional appropriate means must be provided. There are specific rules for moving around the terminal, and pedestrian traffic outside designated paths is prohibited. Baltic Hub also enforces anti-alcohol, anti-drug, and anti-smoking policies. We have implemented a post-accident procedure, and there are equipped first aid rooms in the administration building and at Terminal T1, along with a list of designated first aid responders. Additionally, AED defibrillators are located in the administration building, the technical department, and the

### Safe Employee of the Quarter:

- a. Reports potential accident situations (Near Miss / HSE Alert) and takes immediate actions to minimise or eliminate the risks involved
- b. Participates in occupational health, safety, and fire protection competitions
- c. Responds to safety violations/negligence by coworkers and other individuals within the terminal area
- d. Has not caused any incidents or workplace accidents (resulting from employee error) in the past 12 months
- e. Proposes solutions to enhance safety
- f. Participates in internal training sessions organised by the Employer
- g. Takes responsibility for personal safety as well as the safety of colleagues
- h. Shows willingness to seek knowledge/ information regarding OHS issues
- i. Makes suggestions to update OHS documentation (e.g., instructions, procedures, risk assessment sheets, etc.)
- j. Demonstrates health and safety and fire safety knowledge that exceeds the requirements of the Labour Code



supervisor's offices at T1 and T2. First aid kits are placed at various locations throughout the terminal.

In addition to the OHS personnel, safety inspectors oversee security and compliance with our rules at the terminal. Their main task is to correct unsafe practices, draw attention to them, and explain why certain actions do not meet the Baltic Hub's safety standards.

## Safe attitudes

We encourage our employees to adopt safe attitudes through educational projects that are held regularly and awareness campaigns. One of these is the Safe Employee of the Quarter contest. Employees who have the chance to receive this title demonstrate exceptional safety attitudes, which we verify according to specific criteria. In addition to receiving a cash prize on a prepaid card, the Safe Employee of the Quarter can nominate a local charity to which the company donates 2,000 PLN.

In 2025, Baltic Hub continued its efforts to strengthen the safety culture by implementing the "Safety Compass" campaign. The initiative was developed in cooperation with the company Samurai at Work and aimed to increase awareness and promote responsible attitudes in everyday work.

The Safety Compass serves as a practical guide that clearly indicates the key principles of safe behaviour. As part of the campaign, four main pillars were defined: taking care of one's own safety and the safety of others, building safety through respect, being aware of one's surroundings, and supporting proper behaviour while responding to potential hazards.

The key message of the campaign was the slogan: "There are people waiting for you at home. Work safely," emphasising that following safety rules is not only a professional responsibility, but above all an expression of care for oneself and one's loved ones.

The campaign materials were widely displayed throughout Baltic Hub, including screen wallpapers, leaflets, and markings placed on terminal equipment. The message was further reinforced by an animation that reminded employees of the most important safety principles in an engaging way.

The "Safety Compass" campaign underscored that employees' everyday decisions have a direct impact on their safety and their safe return home.

An example of other initiatives that help build a culture of safety includes the annual PSA Safety Week and the Family Safety Festival organised for employees and their families.

At the beginning of 2025, Baltic Hub once again became involved in the safety campaign hosted by the PSA Group within its "Safety Week." The week-long initiative, held from 15 to 21 January, focused on a practical approach to safety, workplace ergonomics, and employee well-being.

As part of this year's edition, a series of events was arranged, including



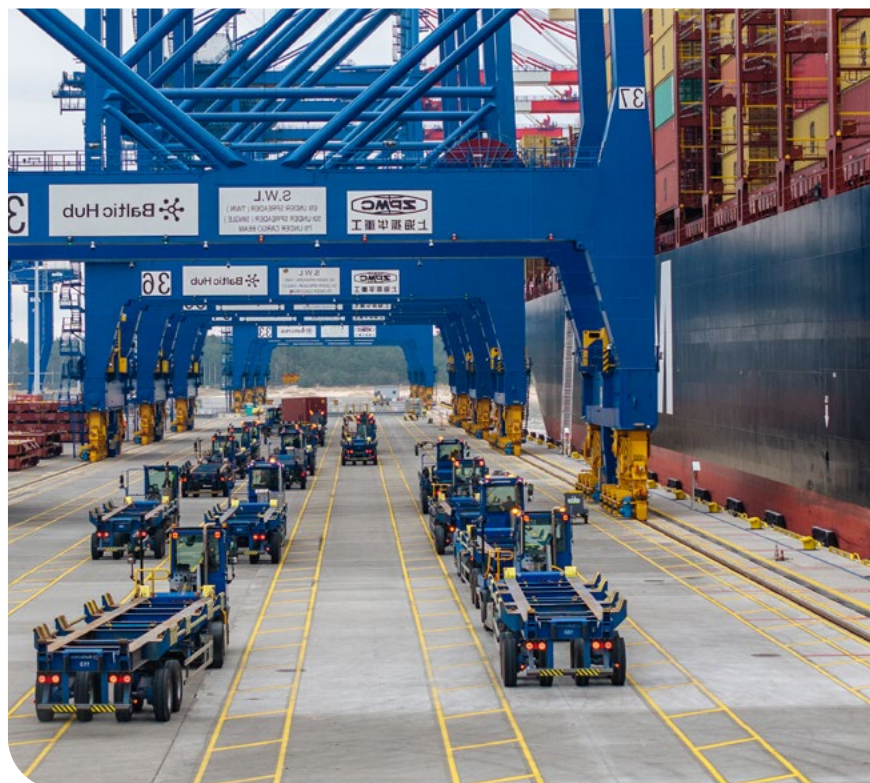


Ergonomics Days, during which employees could take part in workplace adjustment workshops, learn about ergonomic accessories, and join consultations and demonstrations of best practices. The activities were complemented by webinars dedicated, among other topics, to work-life balance.

An important element of the campaign was also Safe Driver Days, which included practical exercises using simulators, training on how to respond in emergency situations, and educational activities conducted by specialists, including a transport psychologist. Topics related to stress, mental resilience, and well-being were also addressed.

The week was concluded with Working at Height Day, during which modern safety solutions were presented, including VR training.

Safety Week 2025 highlighted the importance of building safety awareness through experience, education, and employee engagement, promoting responsible attitudes both at work and beyond.



In 2025, Baltic Hub for the third time organised the Family Safety Festival – Safety Fest, providing a unique opportunity to celebrate and promote safety principles among employees and their families. The event, as in the previous year, attracted significant interest, with over 1,000 participants taking part.

The festival programme combined educational and entertainment elements, enabling participants to gain safety knowledge through engaging and interactive formats. Among the attractions were workshops and demonstrations, including chemical experiments and first aid training sessions. Participants could also take part in a variety of stage activities, such as music and dance performances as well as special shows.

A special highlight of the programme was a performance by a music star. The entire event was accompanied by numerous prize competitions and attractions for the youngest participants, fostering integration and shared time together. Safety Fest 2025 once again confirmed that building a safety culture can go hand in hand with having fun, engaging entire families and strengthening awareness of responsible everyday attitudes.

We also care for the physical and mental well-being of our employees. Office staff are provided with ergonomic workspaces, including appropriate chairs and desks with adjustable height, as well as access to massage chairs and stretching ladders in the break rooms of the Operations and Technical Departments. At Baltic Hub, employees have the opportunity to join football, cycling, or running teams - or simply enjoy a recreational game of volleyball or squash. The company sponsors participation in competitions and running marathons, football tournaments, sports hall rentals, and even provides professional sportswear for actively engaged team members.

During the reporting period, there were minor workplace accidents. All incidents were thoroughly analysed, and corrective actions were implemented to prevent similar occurrences in the future.

**GRI: 403-9**

Health and Safety Performance

	2024	2025
fatal workplace accidents	0	0
total workplace accidents	24	11
workplace accident rate per total workplace accidents*	9.6	4.26
serious workplace accidents	0	0
workplace accident rate per total serious workplace accidents	0	0
minor workplace accidents	24	11
workplace accident rate per total minor workplace accidents**	9.6	4.26

\* Calculation method: Total number of accidents / total number of hours worked by all employees × 1,000,000

\*\* Calculation method: Number of minor (non-serious) accidents / total number of hours worked by all employees × 1,000,000

# ENVIRONMENTAL AND CLIMATE PROTECTION

## USAGE OF ENERGY AND EMISSIONS MANAGEMENT

In line with the PSA Group's objective, we are limiting our impact on the environment by reducing our CO<sub>2</sub> emissions (Scope 1 and 2) by 50% by 2030, against a 2019 baseline year. Our main goal is to achieve net-zero carbon emissions by 2050.

## PROTECTION OF THE BIODIVERSITY OF THE BALTIC SEA

We make sure that our investments are carried out with respect to biodiversity. In areas that require intervention, we take action to mitigate any adverse effects.

## WASTE MANAGEMENT

For us, respect for our surroundings and nature means minimising our influence on the environment and optimising the use of resources.







## Approach to environmental protection

At Baltic Hub, we are growing at an extraordinarily rapid pace therefore, our business model treats the protection of the natural environment as a priority. We carry out constant monitoring and actions to minimise our environmental footprint. We use the Baltic Hub Integrated Management System as a tool for strategic management of environmental issues. It includes the following:

- an environmental protection system compliant with ISO 14001, the EMAS regulation, and internal PSA corporate requirements.
- a process energy efficiency system compliant with ISO 50001.

The Integrated Management System is an effective way of overseeing processes, maintaining their consistency, and improving environmental scores. As part of it, we identify environmental aspects and risks and evaluate their significance, determining responsibility

and assigning tasks to specific teams, while monitoring goals and effects. We continuously upskill our employees in this area and subject our processes to both internal and external audits.

An important part of the Integrated Management System is risk assessment. In Baltic Hub, we operate under a Risk Assessment Plan, in which we identified several main environmental risks, e.g., non-compliance with legal environmental requirements, noise levels associated with handling cargo, fires, leaks, or other uncontrolled dispensing of dangerous substances in the environment. Such leaks can come from machines, vessels, containers, gas stations, other vehicles, and train cars. According to the Risk Assessment Plan, we analyse all potential dangers, implement preventive measures and monitor them continuously. The whole company is subject to a procedure for identifying and assessing the significance of environmental aspects and risks. This procedure is in place for every facility and scope of operation. We also include the activities of our suppliers and subcontractors. The identified aspects and risks are then assessed, registered, and documented in our yearly Environmental Declaration.

More information about the Integrated Management System is available on website: <https://baltichub.com/en/esg/integrated-management-system>





### **Baltic Hub areas of operation subject to a detailed assessment of their environmental impact:**

- Organisation management
- Terminal services - container handling, warehouse space and machines, warehouse services
- Infrastructure management
- Supply of energy, fuel and other utilities, resources and products
- Provision of services for organisations
- Storage
- Transport
- Investment planning and realisation



## **Energy and emissions**

### **The road to decreasing our carbon footprint**

At Baltic Hub, we are deeply committed to environmental responsibility and adhere to a policy aimed at reducing CO<sub>2</sub> emissions. Our focus extends to monitoring emissions across all three scopes:

- Scope 1 represents the emissions produced directly in the company
- Scope 2 includes indirect energy emissions resulting from purchased electricity, heat, etc
- Scope 3 covers indirect emissions resulting from the company's activities, such as employee commutes, transportation of goods, transport of ordered spare parts, or business travel

### **Scopes 1 and 2**

The recent years have been pivotal for Baltic Hub's business development, as we have set goals to reduce our carbon footprint and devised strategies to become a net-zero organisation by 2050. Our initial focus is on implementing the Energy Transition Plan, which will enable us to reduce emissions (Scope 1 and 2) by 50% by 2030 compared to 2019. We are continuously increasing the share of green electricity, preparing infrastructure and introducing equipment aimed at reducing emissions, while consistently seeking environmentally friendly solutions.

**Examples of energy-efficient and low-emission investments and initiatives implemented in 2025:**

Pilot implementation of liquid fuels of plant origin with a low carbon footprint (HVO – Hydrotreated Vegetable Oil).

Conducting a waste management analysis and defining waste processing methods

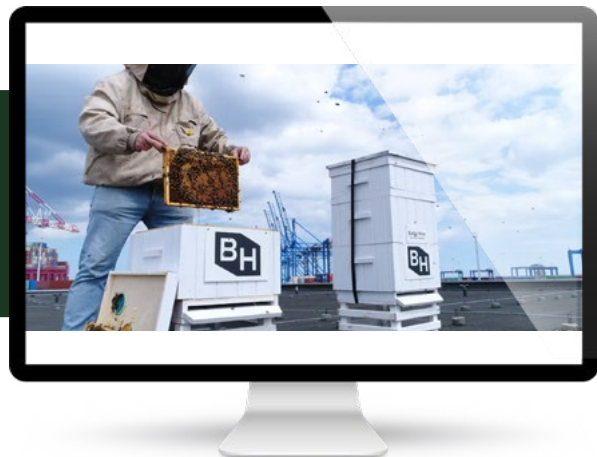
Expansion of electric crane usage in operational activities

Progressive electrification of the company car fleet

Procurement of electricity Guarantees of Origin



Environmental initiatives



In 2025, as a result of decarbonisation projects, Baltic Hub achieved a reduction of 3.5% in the greenhouse gas emissions intensity indicator for Scope 1 and 2, calculated per handled physical TEU. The indicator value decreased from 6.59 kg CO<sub>2</sub>e per physical TEU in 2024 to 6.37 kg CO<sub>2</sub>e per physical TEU in 2025.

**GRI 302-1**

Energy consumption

Total consumption of energy from renewable resources (in-house or bought) by resource type		Quantities (MWh)	Quantities (MWh)
		2024	2025
Renewable	wind power	13,062	22,253
	solar power	13,074	11,898
	Secondary energy produced by QC (t)	2,583	3,117
Total energy consumption in the organisation		28,719	37,268

The reduction of emissions from Baltic Hub to net zero by 2050 in Scopes 1 and 2 is based on:

- 1. PSA Climate Response Management System**, which outlines the vision and goals of decarbonisation and establishes key actions in response to climate change, aims to align the efforts and initiatives of all business units within the PSA Group, including Baltic Hub
- 2. A dedicated department**, the Unit for Sustainable Development and ESG, which assesses and manages environmental impact, ensuring compliance with local laws and regulations concerning environmental protection
- 3. Implementation of PSA Sustainable Buildings regulations**, a standard that defines the minimum sustainability requirements for constructing new buildings and carrying out significant renovations

We have implemented guidelines for electric Prime Movers (ePMs) covering their operational use, as these vehicles have the potential to replace diesel-powered units in the future. Since 2023, we have conducted tests in this area, which have delivered positive results in terms of GHG emission reduction, vehicle availability, supplier support, energy consumption and maintenance costs.

The test outcomes have been reflected in our investment plans, including the planned replacement of diesel prime movers with electric ones starting in 2026.

In 2025, we carried out a pilot test of an alternative low-emission fuel (HVO) blended with conventional diesel. The positive results of these tests led to the decision to incorporate HVO into the standard refuelling cycle for vehicles and machinery.

At Baltic Hub, we are actively seeking new technologies that are not only more efficient but also environmentally friendly.

GRI: 305-1

Direct emissions from Scope 1\*

Direct emissions	Emission of greenhouse gasses [MgCO <sub>2</sub> e]	
	2024	2025
Emission tied to heat production	285.5	323.2
Emissions from cooling processes and steam production	0	0
Emissions of fluorinated hydrocarbons (HFC)	99.8	259.4
Emissions tied to transport of materials, products and waste	13,971.7	16,402.3
Total direct emissions	14,356.8	16,984.9

Base year: 2019

At Baltic Hub, we place great importance on reducing emissions and ensuring the accuracy of calculations. The compliance of our carbon footprint calculation methodology with ISO 14064 was verified by an external auditor as part of the certification process carried out in 2025.

In 2025, 100% of purchased electricity was covered by Guarantees/Certificates of Origin from renewable sources.

GRI: 305-2

Non-direct emissions from Scope 2\*

Non-direct emissions divided by source	Non-direct emissions of greenhouse gasses [MgCO <sub>2</sub> e]	
	2024	2025
Non-direct emissions tied to electric energy usage	17,452.2	21,620
Non-direct emissions tied to heat production	0	0
Non-direct emissions from cooling processes and steam production	0	0
Total non-direct emissions of greenhouse gasses	17,452.2	21,620

Base year: 2019



From 12 to 28 September, employees from the container terminal in Gdańsk participated in the fifth edition of Go Green at Baltic Hub. This annual initiative is organised across all business units of the PSA Group and aims to raise awareness of climate change and promote environmentally friendly practices in the workplace. Go Green is divided into five themed periods, during which employees can engage in various activities and actively support actions promoting sustainable growth.

#### 12-17 September - Clean-Up Day

This year's edition began with a joint beach clean-up initiative, in which over 20 people took part. Participants walked through the forest towards Stogi Beach, collecting several bags of waste. Special T-shirts and healthy plant-based snacks – sweet but with no added sugar – were also provided for all participants.

#### 23 - 26 September - Upcycling Day

At both company locations, the “Bazarek u Aniola” initiative was held, during which employees were able to exchange used toys and books. The funds raised were donated to the Pomorze Dzieciom Hospice. Additionally, employees had the opportunity to expand their knowledge through a series of articles on upcycling, recycling, material consumption, and the impacts of excessive greenhouse gas emissions.

#### 18 - 19 September - Veggie Day

Vegetarian meal options were available in the staff canteen.

#### 15 - 18 September - Zero Emission Day

Knowledge quizzes on emissions and their environmental impact were run. Employees also took part in the city campaign “Kręć kilometry dla Gdańska”, which involved recording bicycle commutes to work and promoting everyday sustainable mobility

#### 26-27 September - Tree Day

At both company locations, an action was conducted to exchange used batteries for heather, promoting responsible waste management. In addition, a contest was announced for employees to build an insect house together with their families, supporting efforts to promote biodiversity.





Air quality



Ornithological factors

WE MAINTAIN CONTINUOUS MONITORING THROUGHOUT THE INVESTMENT PHASE AND FOR A SET PERIOD FOLLOWING ITS COMPLETION.



Water quality



Beach morphology



Land-based noise



Marine debris

## Biodiversity and protection of the marine environment

Adjacent to our terminal, there are areas integrated into the Natura 2000 programme. Foremost among them is the Bay of Puck (Zatoka Pucka), home to rare and environmentally valuable animal and bird species. The dynamic development of our terminal is carried out with respect to biodiversity, and future investment plans are assessed for their environmental impact. During one of the key investments, the construction of Terminal T3, which commenced in 2022 and was still ongoing in 2025, we conducted continuous monitoring of noise levels and water quality.

To protect biodiversity, we analyse the environmental impact of our activities. We undertake compensatory actions in collaboration with specialists such as ornithologists or chiropterologists,

who monitor the lives of endangered and protected bird and bat species in Poland. We have fenced off a portion of the beach adjacent to one of the terminals, where protected bird species like the common ringed plover nest. As part of our biodiversity efforts, we have installed four beehives on the roof of our administrative building. Additionally, Baltic Hub planned to implement a biodiversity policy in January 2026, setting out objectives for biodiversity protection.

We also prioritise the protection of the water in the Bay of Puck. During terminal construction projects, the contractor secures the construction site with necessary equipment in case of an oil spill, using special sorbents and oil barriers (in accordance with environmental decision provisions). All actions undertaken by Baltic Hub at the port adhere to the International Convention for the Prevention of Pollution from Ships. Additionally, BHCT purchased an oil spill containment boom located at the T3 quay, which remains available to PSP Florian in the event of a spill into the bay waters.



# Modern Technologies for Beach and Marine Environment Protection

Stogi Beach in Gdańsk has been enhanced through the implementation of innovative environmental protection solutions. Baltic Hub financed the purchase of the autonomous BeBot sand-cleaning robot, which was donated to Gdański Ośrodek Sportu. This is the first device of its kind in Poland, powered by electricity, including solar power, enabling zero-emission and quiet operation without disturbing beach users.

BeBot effectively removes pollutants such as cigarette butts, glass, plastic and bottle caps — waste that is difficult to remove using traditional methods. At the same time, it does not disturb the natural sand structure, which is important for preserving local biodiversity. Tests confirmed the device's high efficiency: within 10 minutes of operation, the robot collected approximately 8.5 kg of waste. It is estimated that, over six months of daily use, it may remove up to 27.5 tonnes of pollutants.

Baltic Hub's activities in the field of marine environmental protection also include investments in solutions aimed at reducing water pollution. In 2026, the installation of a PortBin Tide unit is planned at the Baltic Hub terminal, along with the donation of additional devices to the following institutions: the City of Gdańsk, the Narodowe Centrum Żeglarstwa, and Akademicki Związek Sportowy COSA.

These initiatives form part of Baltic Hub's long-term ESG strategy, focused on ecosystem protection and supporting the sustainable development of coastal areas.



# Management of waste and water resources

As part of responsible water and sewage management, we conduct research on the quality of rainwater and industrial wastewater. We properly handle waste generated during our operations and prioritise measures to prevent leaks of substances harmful to the environment.

Our terminal handles a variety of goods, some of which are substances that can pose environmental risks if they are released in an uncontrolled manner. The presence of vessels in the port and associated activities such as refuelling or mechanical repairs carry a risk of contamination. We have implemented and adhere to appropriate anti-leak and fire-prevention measures, and since July 2025, oil-spill containment boom procedures have been in place. Our company owns specialised spill containment kits and complete firefighting equipment, which are assigned to relevant departments. The Plan for Combating Threats and Pollution in Port Waters' of the Port of Gdańsk is a document that outlines the equipment available to us and guarantees the support of relevant services in emergency situations. In 2025, BHCT started developing the Internal Plan for Combating Threats and Pollution of Port Waters, which was submitted to the Maritime Office and is currently awaiting approval.

At Baltic Hub, we have implemented a policy for managing substances and chemical mixtures, as well as a policy regarding dangerous cargo and other substances and chemical mixtures in containers. Both documents are designed to mitigate the risks associated with leaks of hazardous substances into the environment.

We ensure compliance with these rules and regulations by fostering awareness among employees regarding potential risks, primarily through emergency procedure training. We have developed a set of actions to address scenarios involving leaks from containers carrying hazardous substances. In order to minimise leakage, we utilise spill-containment trailers and a designated safe area for leaking containers, equipped with an underground tank. Sorbents, industrial products that facilitate the rapid absorption of leaks, are stored in labelled containers located at various points throughout the terminal. In the event of any danger, Supervisors and Shift Managers from the operational and technical departments are available 24/7, along with established procedures outlined in the Emergency Response Plan (ERP). The ERP is an instruction for responding to emergency situations, including environmental incidents, aimed at minimising both exposure to risks and their effects.

The waste generated by Baltic Hub may include spare parts from operational machinery, which we endeavor to regenerate whenever possible for reuse. Among the items we regenerate are cable pulleys, turbochargers, alternators, starters, gearboxes, hydraulic actuators, and semi-trailer axles. We also ensure the responsible collection of waste from vessels docked at our terminal, in coordination with the Port of Gdańsk Authority.

The total amount of waste generated in 2025 736,085 kg, including 131,972 kg of hazardous waste and 604,113 kg of other waste. These included, among others, ferrous metals, used tyres, oil filters, and packaging containing residues of hazardous substances.

We are increasingly implementing the principles of a circular economy. Unused promotional materials are often repurposed into new, useful items such as bags, backpacks, and pouches, which are then distributed to employees or donated to charitable causes. In 2025, the total mass of waste sent for recovery or recycling amounted to 568,939 kg, including both non-hazardous and hazardous waste.





# LOCAL COMMUNITIES

65

social projects

WITH 70

partners

1.3 MILLION PLN

to the local community

And donated around

Baltic Hub, the largest container terminal on the Baltic Sea, has been engaged in corporate social responsibility activities for many years. We operate in the spirit of sustainable development, guided by care for the environment and the people we work with.

**Our CSR strategy is built around five pillars that are most important from the perspective of our employees, as well as our social and business environment.**

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**Safety in Our DNA**

Pillar: Safety

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**Ethical Attitude**

Pillar: Ethics and Respect at Work

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**Eco-Responsible**

Pillar: Partnership and Responsibility

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**Next Door**

Pillar: Relations with Neighbours

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**Together for Health**

Pillar: Health

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## Our approach

Container terminals are key facilities for transport and economic development. At the Baltic Hub, we understand that the presence of container terminals impacts the quality of life, so we undertake various efforts to be a good neighbour.

Our approach to involvement in the lives of local communities is based on proactive cooperation, building a culture of trust and mutual respect.

The Baltic Hub container terminal is located on the grounds of the Gdańsk Port in the Stogi district. Once a fishing-agricultural village, today it's the industrial centre of Gdańsk.

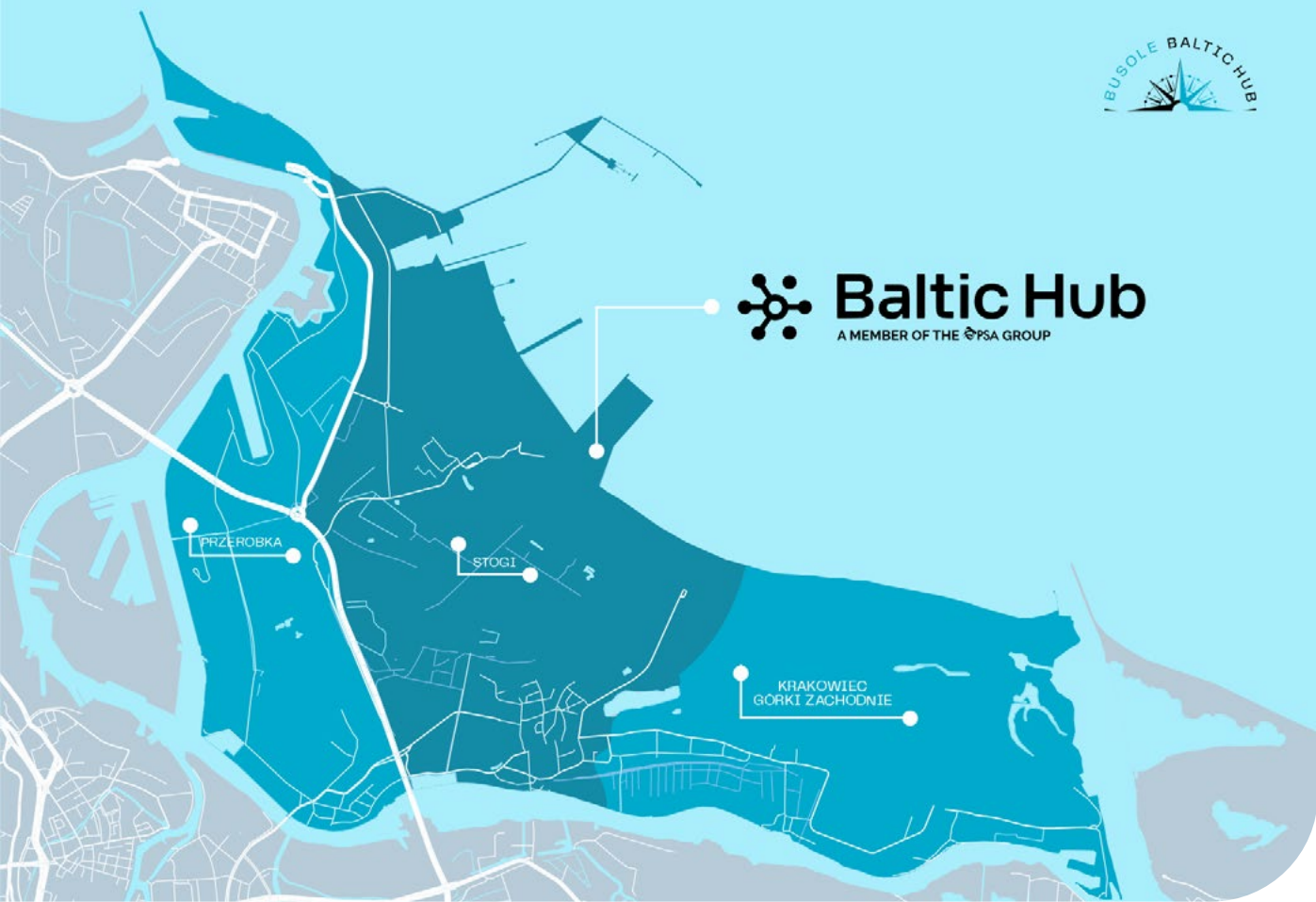
## Our core CSR programme

### The District Grant “Busole”

In 2025, we carried out the fourth edition of our flagship grant competition “Busole” (“Compasses”), which supports projects in the fields of environmental protection, education, local history, and combating social exclusion. Its aim is to identify and fund initiatives that best address the needs of the residents in the surrounding districts, such as Stogi, Przeróbka, and Krakowiec-Górki Zachodnie. We believe these local projects determine the development directions, hence the programme’s name “Busole” (“Compasses”).

Grant recipients can include non-governmental organisations, foundations, schools, and kindergartens. The projects submitted to the competition are assessed by a committee composed of representatives from the Baltic Hub and the Port of Gdańsk, the University of Gdańsk, or/and the Gdańsk Municipal Office. In the fourth edition, seven projects were selected, which were funded with a total of 250,000 PLN.





## We can do more together, the victorious projects of the 4<sup>th</sup> edition of the “Busole” Programme:

### FIT LADY STUDIO

- **Project:** Active Senior Women – Health, Strength and Balance
- **Project Objective:** The project aims to improve the health, physical fitness, and quality of life of women aged 60 and above living in the Stogi, Przeróbka, and Krakowiec–Górki Zachodnie districts. It offers free exercise classes, health education, and professional body composition assessments to support healthy ageing, prevent osteoporosis and lifestyle-related diseases, and improve participants’ strength, balance, mobility, and overall wellbeing.

The programme includes regular classes held four times a week over an eleven-month period, with separate groups for physically active seniors and women with mobility limitations or musculoskeletal conditions. Participants will also receive body composition assessments at the beginning and end of the project, including measurements of bone density, muscle mass, body fat, visceral fat, and hydration levels. The initiative is expected to benefit at least 100 women aged 60+ while promoting social integration and removing financial barriers to health-promoting activities.

### What is a Busola (compass)?

A compass is a navigation device used to set the direction, utilised by sailors since the 13th century. It helped them navigate to the port. It is equipped with a magnetic needle, basic sighting aids (a front sight and a rear sight), a mirror, a ruler, and a rotating limbus.



## FRIENDLY POMERANIA ASSOCIATION

- **Project:** Activities for the Local Community
- **Project Objective:** The Activities for the Local Community project combines two complementary initiatives addressed to different groups within the Stogi community. It supports the creative development of children and young people while promoting physical activity and healthy lifestyles among adults, including senior citizens. The project responds to the identified needs of local residents and contributes to strengthening community wellbeing and social engagement. Dance and Theatre Adventures is a series of creative movement and performing arts workshops for children and young people aged 8–17. Through theatre and dance activities, participants develop emotional, physical, and social skills while building confidence, creativity, and teamwork. The second initiative consists of weekly Nordic walking sessions for adults, including seniors, led by a certified instructor. The programme promotes regular physical activity, healthy lifestyles, and social integration, encouraging participants to maintain their wellbeing through accessible outdoor exercise.

## YACHT CLUB GDAŃSK

- **Project:** Maritime Education and Competitive Sailing Training for Young People
- **Project Objective:** The project provides structured sailing training and maritime education for children and young people from the Stogi, Przeróbka, and Górkі Zachodnie districts. Conducted at the AZS COSA Górkі Zachodnie sports centre, the initiative aims to develop participants' sailing skills, promote sporting values, improve physical fitness, and raise awareness of water safety. The programme is intended for students aged 10–15 who, due to the proximity of the training venue, can easily access the facilities. Participants are assigned to appropriate training groups based on their physical abilities and level of experience, ensuring that they can develop their skills in a safe, supportive, and age-appropriate environment.

## CARE HOME OSTOJA

- **Project:** The World Is Ours
- **Project Objective:** The World Is Ours is an innovative project implemented at the Residential Care Home "Ostoja". Its aim is to enhance the quality of life of senior residents through the use of virtual reality (VR) technology in therapeutic, educational, and social activities. The initiative is the first of its kind in the region, combining modern technology with long-term care and integration. As part of the project, a dedicated space within the care home will be created to host regular therapeutic sessions using VR headsets. These sessions will provide residents with new opportunities for cognitive stimulation, learning, social interaction, and immersive experiences that support wellbeing and improve their overall quality of life.





## TADEUSZ KOŚCIUSZKO FAMILY ALLOTMENT GARDEN

- **Project:** Environmental Education in the Young Gardener Academy at the Kościuszko Allotment Garden in Gdańsk
- **Project Objective:** The Environmental Education in the Young Gardener Academy project, implemented at the Tadeusz Kościuszko Family Allotment Garden in Gdańsk, aims to increase environmental awareness among children and young people through practical, hands-on learning in a natural outdoor setting. By combining environmental education with direct contact with nature, the project encourages participants to develop responsible attitudes towards the environment and gain a better understanding of ecological processes. The allotment garden serves not only as a recreational space but also as a valuable educational venue. The project includes the organisation of nature and environmental workshops, as well as the purchase of essential educational equipment, including a projector, a presentation board, and a speaker with a microphone. This equipment will enable workshops and classes to be delivered in a professional and effective manner, eliminating the need to borrow equipment for each session.

## BUSOLE GRANT – 4<sup>TH</sup> EDITION SUMMARY

TOTAL FUNDING: **250,000 PLN**  
NUMBER OF PROJECTS: **7**  
DISTRICTS INVOLVED: **3**  
NUMBER OF APPLICATIONS: **17**

### PRIMARY SCHOOL NO. 61

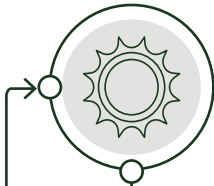
- **Project:** Green Zone
- **Project Objective:** The Green Zone project aims to create a comfortable, aesthetically pleasing, and welcoming relaxation area within the school environment. Designed as a modern space for rest, integration, and regeneration, it combines natural elements with functional design and is intended to serve the entire school community, including students, teachers, staff, parents, and local residents visiting the school. The Green Zone will provide a dedicated place for conversation, relaxation, meals, and shared offline time. By offering an attractive alternative to digital distractions, the project will support the development of social and emotional competences, strengthen interpersonal relationships, and contribute to the overall wellbeing of the school community.

### PRIMARY SCHOOL NO. 72

- **Project:** 21<sup>st</sup> Century Library – a Centre of Culture, Knowledge and Passion at Primary School No. 72 – Part I
- **Project Objective:** The 21st Century Library project, implemented at Primary School No. 72 in Gdańsk, involves the comprehensive modernisation of the school library space. Its aim is to transform the library into a modern, multifunctional educational and cultural centre that responds to the needs of students, teachers, and the local community. The new library will combine the traditional functions of a library with the opportunities offered by 21st-century technology. It will create an inspiring, comfortable, and accessible environment that supports the development of reading, digital, and social competences, while encouraging learning, creativity, and a passion for knowledge.

# Next door

## SUMMER



### Summer with Baltic Hub and the Port of Gdańsk

Each year, Baltic Hub organises a summer cinema on Stogi Beach during the holiday season. This year, Thursday evenings in July and August offered visitors the opportunity to enjoy open-air film screenings, with deckchairs and warm blankets provided.



## AUTUMN



### Open day for neighbours at the end of summer

On 31 August, for the third time, Baltic Hub invited residents of neighbouring districts to a unique outdoor event. The gathering, marking its third edition, was filled with free attractions, guided terminal tours, contests and emergency services demonstrations.

The event aimed to bring the local community together and to promote education, a healthy lifestyle, and safety.



[Open Day for Neighbours – Baltic Hub Summer Closing Event 2025](#)

## WINTER



Baltic Hub supports local communities in neighbouring districts through financial and in-kind assistance to District Councils and through initiatives implemented for the benefit of residents. In 2025, this support included Christmas gift packages for seniors from Przeróbka, hot chocolate and winter tea during the official Christmas tree lighting in Stogi, as well as the purchase of a roll-up screen for the Stogi District Council.

# Safety in Our DNA

## Water safety

For years, Baltic Hub has been actively involved in initiatives supporting the safety of the local community, especially during the summer water recreation season. As part of the educational campaign “Safe by the Water,” co-organised with Dziennik Bałtycki, the company carries out initiatives aimed at raising awareness among

both children and adults about responsible behaviour on the beach and how to respond in emergencies. The campaign includes not only educational materials and workshops but also preventive activities that equip participants with practical knowledge of first aid and essential safety rules for seaside recreation. These joint efforts help foster community integration and build a culture of responsibility and mutual care.



## Safety and cleanliness at Stogi Beach

With a focus on both community wellbeing and environmental protection, Baltic Hub donated an innovative BeBot robot to the Gdańsk Sports Centre, which removes small, difficult-to-collect waste from the sand. Stogi is the first beach in Poland to use this modern solution, serving as an example of a responsible approach to environmental protection. Together with the Gdańsk Sports Centre, the Terminal is also implementing a project to

enhance sports and lifeguard facilities in Stogi. Ahead of the next summer season, new lifeguard equipment as well as sports and recreational amenities will be installed on the beach.

# Eco-Responsible

## First employee volunteering initiative “Arriving with Help”

Social responsibility is not only a priority for the terminal and its management, but also an individual attitude of employees who regularly engage in initiatives supporting local communities. To facilitate this, Baltic Hub has expanded its activities through an employee volunteering programme under the slogan “Arriving with Help”. The programme enables employees to actively participate in non-profit projects supporting public institutions, non-governmental organisations, and local social initiatives, with

particular emphasis on districts neighbouring the terminal. Such involvement demonstrates both the individual commitment of Baltic Hub employees to social issues and the company’s consistent focus on environmental stewardship. Every action, no matter how small, matters – both for environmental protection and for fostering responsible attitudes among employees, the local community, and future generations.

As part of the first edition of the “Arriving with Help” programme, volunteers visited the Ostoja Care Home in Stogi, where they helped tidy the garden and surrounding area and spent time with residents. In addition, employees regularly take part in beach clean-up activities in the vicinity of the terminal.



## Adoption of the giraffe

In 2024, as part of its CSR activities, Baltic Hub symbolically adopted a giraffe named Aki, a resident of the Gdańsk Zoo. The initiative was inspired by frequent associations between the terminal's STS cranes and long-necked giraffes. Adopting the giraffe upholds our values of biodiversity protection, empathetic communication, and environmental education. We are pleased to contribute to the protection of endangered species and to initiatives that foster sustainable development.

## Beehives on Kontenerowa Street

On the roof of Baltic Hub's administrative building, four beehives operate year-round, producing honey each season. This unique honey is used as a nominal corporate gift, in line with applicable gift and hospitality rules, and awarded to employees. Through this initiative, we promote local beekeeping and raise awareness about the vital role bees play in maintaining ecological balance.

## Cleaning up the beach

Each year, Baltic Hub participates in beach clean-up activities on Stogi Beach in Gdańsk as part of the "My Baltic" project organised by Dziennik Bałtycki, which promotes environmental protection initiatives in the local area. In 2025, the clean-up took place twice, in June and September, with the involvement of Baltic Hub employees under the employee volunteering programme, as well as students from local schools neighbouring the terminal.





## Together for Health and a Worthy Cause

### Moving for Charity

The annual “Moving for Charity” challenge, engaging PSA International Pte Ltd entities across the globe, took place in June. Over a two-week period, employees took part individually and in teams during their free time, engaging in various sports disciplines with the aim of accumulating as many minutes of physical activity as possible. The initiative had a charitable dimension, as the time dedicated to exercise was symbolically converted into financial value. As a result, BHCT donated nearly PLN 13,000 to the Pomerania for Children Hospice in Stogi, Gdańsk.

### Relay of hope

Baltic Hub once again proudly supported the organisation of the “Relay of Hope” – a unique 24-hour sports and charity event aimed at supporting the Pomeranian Hospice for Children. This year’s edition concluded with an impressive result, as participants collectively covered 77,423 kilometres.

The Relay of Hope is an annual sports marathon held at Galeria Bałtycka in Gdańsk. For 24 hours – from Saturday 3:00 p.m. to Sunday at the same time – athletes, company representatives, volunteers, and residents of the Tricity area take part using treadmills and stationary bicycles. Their effort symbolically reflects the round-the-clock care provided by the Pomeranian Hospice for Children to its patients and their families every day.

As in previous years, Baltic Hub, as one of the main sponsors of the event, donated one zloty for every kilometre covered. Thanks to the strong engagement of participants, a significant sum was raised.



It is also worth highlighting that this year's edition once again had an international dimension. Through the Strava app, participants from around the world joined the Relay of Hope. Everyone, regardless of location, could take part in the initiative and "clock up kilometres" in support of the same cause: helping others.



## Run of Angels

For the fourth year in a row, Baltic Hub was a proud partner of the Run of Angels - an initiative organised by the Iron Team Foundation. This event has become a regular fixture in the calendar of local charity actions, bringing together hundreds of participants who support those most in need through running and shared celebration. All funds raised during the run were donated to the beneficiaries of the Pomerania for Children Hospice, which provides comprehensive medical care for children with terminal illnesses and offers support to entire families during the most difficult times of their lives. Baltic Hub's continued partnership with the run's organisers reflects the company's deep commitment to caring for the most vulnerable members of the local community and to fostering solidarity and empathy among the region's residents

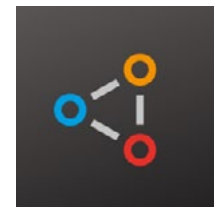


## We are closer to the people

Baltic Hub has been actively engaged in local community life for years, supporting educational, integration, and charitable initiatives. The company consistently develops activities aimed at residents of neighbouring districts, young people, and those in need, building lasting relationships based on cooperation and mutual support.



Education and the development of young people remain a key area of Baltic Hub's engagement. In cooperation with the Inspiring Examples Foundation, the company regularly organises study visits for students of technical schools in the Pomeranian Voivodeship who are choosing their future career paths. In 2025, two such visits were held, enabling young people to learn about the operations of a modern container terminal and explore career opportunities in the logistics and port industry. In the same year, Baltic Hub also provided financial support to schools located near the terminal, enabling their participation in the FIRST LEGO League programme – an international educational initiative developing competencies in science, technology, engineering, and mathematics (STEM).





The programme fosters creativity, programming skills, teamwork, and problem-solving through research projects and robotics. Support was also provided for educational activities enabling students to participate in the international Odyssey of the Mind finals in the United States.

A significant part of Baltic Hub's social activity is dedicated to supporting individuals in need. In 2025, the company engaged in numerous charitable activities, supporting social organisations, foundations, and aid initiatives for children, people with illnesses, and local communities. Baltic Hub provided support to Pomerania for Children Hospice, participated in a charity auction, and donated two vehicles to support the hospice's operations. It also supported initiatives like Christmas Eve for the people in need and charity runs by other Gdańsk Hospice Foundations.

In its day-to-day operations, Baltic Hub also supports its employees and their families. In 2025, the company took part in an internal fundraising initiative to support the treatment of an employee's daughter, doubling the funds raised by the team. It also continued its involvement in the nationwide "Noble Package" programme, where employees jointly collected financial contributions and essential items for a family experiencing hardship. Thanks to the commitment of employees and company support, comprehensive assistance was provided, including food, clothing, school supplies, and everyday necessities.

Through a wide range of activities – from education and youth development, to charitable support, and initiatives strengthening social bonds – Baltic Hub actively contributes to the development of local communities. The company continues to expand its social engagement, creating space for cooperation, dialogue, and meaningful support for residents of the region.



## About This Report

This report is the eighth sustainability report published by Baltic Hub and covers the period from 1 January 2025 to 31 December 2025. The publication includes references to the United Nations 2030 Sustainable Development Goals. It also presents selected indicators with reference to the international 'GRI Universal Standards 2021'.

We invite you to visit our website [www.baltichub.com](http://www.baltichub.com).

If you have any questions or would like to share your feedback on this report, please feel free to contact:

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