

## **DECLARATION OF SUSTAINABLE DEVELOPMENT OF BALTIC HUB CONTAINER TERMINAL**

Baltic Hub Container Terminal Sp. z o.o. (BHCT) is an enterprise whose business is to provide container and goods handling services and integrate various modes of transportation. It is also a temporary stacking facility. The Company is located in Gdansk – a region that has been an important transportation hub since the historical Amber Route, and is nowadays surrounded by areas of historical, tourist and natural value (Natura 2000), makes the terminal's operations not only perfectly in line with the city's commercial traditions, but also imposes an obligation of sustainable development on BHCT.

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

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

BHCT understands its sustainability as:

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

BHCT implements sustainability activities through an integrated management system, which is being systematically improved.

BHCT integrated management system activities address in particular such issues as:

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

Taking into account the principles of quality management, the Board ensures compliance with the law and all relevant regulations of the entire activities carried out and activities undertaken. Competent personnel are actively involved in the formation and development of the integrated management system, using tools and resources to effectively carry out management, technical processes and activities in energy efficiency and safety, including their planning, monitoring, review and continuous improvement.

Gdańsk, 31<sup>st</sup> March 2026

Baltic Hub Container Terminal sp. z o.o.  
Chief Executive Officer  
Member of the Board  
  
Jan Van Mossevelde

Baltic Hub Container Terminal sp. z o.o.  
Chief Financial Officer  
Member of the Board  
  
Jan Pollak

## DECLARATION OF SUSTAINABLE DEVELOPMENT OF BALTIC HUB CONTAINER TERMINAL

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