



Baltic Hub Sustainability 2024 at Baltic Hub

TABLE OF CONTENTS

1. Introduction - the report opening	3
2. Our successes of 2024	4
3. About Baltic Hub	10
• Dynamic growth and investments in innovation	18
• Impact on the economy	20
4. Management and corporate governance	22
5. Approach to sustainable development	28
• Vision and Goals for Sustainable Development	30
• Declaration of Sustainable Development of the Baltic Hub	31
• ESG in action	33
6. Safe crew	34
• Baltic Hub Staff	36
• Career Development and Competency Assessment	38
• Occupational health and safety	42
7. Environmental and climate protection	48
• Approach to environmental protection	50
• Energy and emissions	52
• Biodiversity and protection of the marine environment	56
• Management of waste and water resources	57
8. Local communities	58
• Our approach	60
• Next door	64
• Safety in Our DNA	65
• Eco-responsible	66
• Driven by Care	67
9. About this report	71

Ladies and Gentlemen,

The year 2024 marked another phase of strong operational and sustainable development at Baltic Hub. I joined the company on January 1, 2025, and now I have the privilege of presenting the results of an extraordinary period of progress and dedication across the organization.

The terminal's fast growth, operational results and the history of successful investments are truly impressive. As the new CEO, I will certainly use my extensive experience in the port and logistics industry to continue supporting Baltic Hub's ambitious growth plans in the coming years. A strong focus on safety and operational excellence are among my top priorities.

In 2024, Baltic Hub reached a record container throughput of 2,242,401 TEUs, confirming our dynamic growth and the trust of global shipping lines. Our team handled 642 vessels throughout the year, including 147 ocean-going ships. In July, we set a new milestone na record by handling 20,459 TEUs from a single vessel call, underlining our operational efficiency and regional significance.

One of the highlights of 2024 was the ongoing construction of Terminal 3, marked by the official cornerstone ceremony in June. Once completed, T3 will expand our handling capacity to 4.5 million TEUs per year. In October, we welcomed four new STS cranes at T3 berth. We also enhanced our intermodal infrastructure by deploying a fourth RMG crane on the rail siding, significantly increasing our rail handling potential and preparing us for growing hinterland demand.

Our commitment to responsible growth was also reflected in a wide range of sustainability and community initiatives. We made further progress toward our decarbonization targets, continuing the transition to renewable electricity, investing in low-emission construction, and protecting marine

ecosystems during development works. These efforts support our long-term goal of reducing CO₂ emissions by 50% by 2030, compared to 2019 (Scope 1 and 2), and achieving net zero by 2050. This aligns Baltic Hub with our shareholders' climate targets.



Jan Van Mossevelde
CEO of Baltic Hub

We continued to deepen our relationships with local communities through the third edition of the Busole grant program, which funded seven valuable social projects with a total of PLN 250,000. Baltic Hub also supported local festivals, charity events, beach clean-ups and tree-planting actions, reaffirming our role as a responsible community member. These initiatives would not be possible without the energy and involvement of our people.

Speaking of our team, I am proud to note the company's strong focus on learning and professional development. In 2024 alone, Baltic Hub employees completed over 64,000 hours of training across nearly 400 subject areas. This included both technical skills and safety programs, which remain a fundamental pillar of our culture.

I am grateful to all employees, partners and stakeholders for the dedication, professionalism and trust that defined the past year. The achievements of 2024 are the result of collective effort, strategic thinking, and an unwavering commitment to our values.

Looking ahead, I am excited to lead Baltic Hub through the next stages of its development. 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 this Sustainability Report, which reflects the shared accomplishments of the Baltic Hub team in 2024.

our

SUCCESSSES

of 2024

2.24 million TEUs
handled volumes

495

Number of feeder ships

147

Number of ocean vessels

642

Total number of ships

8,214

Number of trains

616,016

Number of trucks





GRI 206-3

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 meters

1 TEU = 1 standard container

Ocean vessels at Baltic Hub

In 2024, Baltic Hub handled three ocean services a week, which means that we had three giant ships at the berth (including one of the largest container vessels in the world) a week.

Watch a video of the arrival and handling of four giant STS cranes





A MILESTONE IN THE T3 INVESTMENT

In October 2024, four state-of-the-art STS quay cranes arrived at Baltic Hub in Gdańsk. Fully assembled, the cranes were shipped from China to Poland. This marked another milestone in the T3 project, as they were the first of seven STS cranes designated for the T3 quay.

The new STS cranes, capable of handling the world's largest container ships, are even larger and taller than those already operating at the terminal. Each crane weighs nearly 2,000 tonnes, stands over 96 meters tall (140 meters with the boom raised), and can lift containers to a height of 55 meters and reach across the ship up to 74 meters, with a lifting capacity of up to 65 tonnes.

The awards of 2024



Rzeczpospolita TSL Award

Daily paper Rzeczpospolita

On October 9th, during the „6th TSL Industry Leaders’ Meeting” organized by the Rzeczpospolita daily, Baltic Hub was honored in the „Logistics Innovations” category for its e.Brama mobile application.



Honorable mention in the “Gryf Gospodarczy 2024” (Economic Griffin 2024) competition in the “Leader in Competence Development” category.

Marshal of the Pomeranian voivodeship

This initiative has been recognizing Pomeranian entrepreneurs for 25 years, bringing together members of the Pomeranian Council for Entrepreneurship. Baltic Hub received an honorable mention in the “Leader in Competence Development” category.



Special Award of “Pracodawcy Pomorza” (Pomeranian Employers’ Association)

Baltic Hub was honored with a Special Award granted by the Gdańsk Labour Office and Pracodawcy Pomorza (Pomeranian Employers’ Association). This exceptional recognition reflects our significant contribution to investment development and job creation in the Tri-City metropolitan area.

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 modernization of a rail terminal. The start of construction of Terminal T3.

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.



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 was 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.

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.

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,



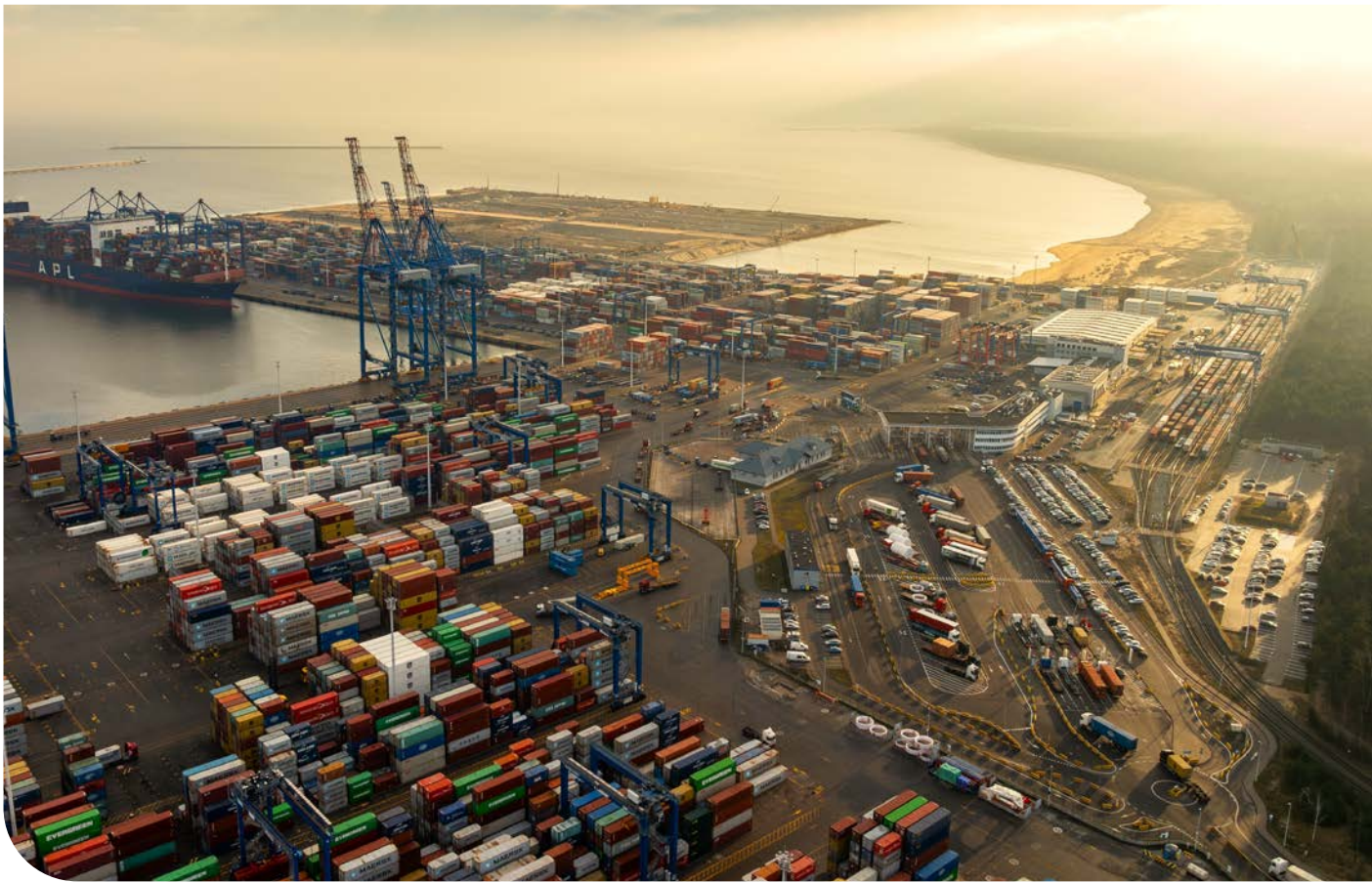


about BALTIC HUB

Who are we?

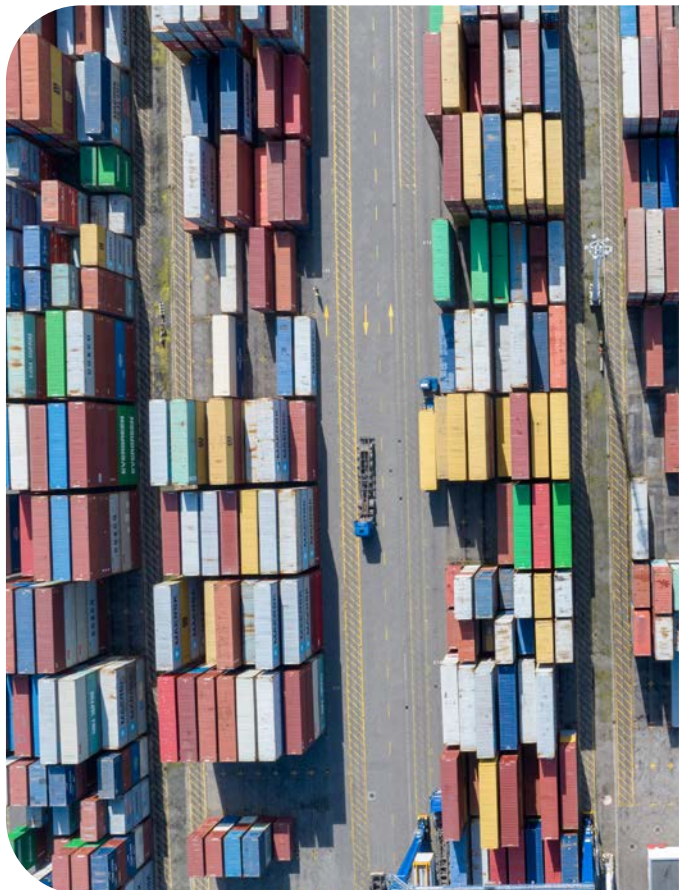
The Baltic Hub is Poland's largest and fastest-growing container terminal and the only deepwater terminal in the Baltic Sea. We connect Poland with Asia, the European Union market, and the emerging markets of Central and Eastern Europe, as well as the entire Baltic Sea region. Our terminal attracts the 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 two deepwater berths of the terminal equals 1.3 km, allowing it to handle four ships at once and around 700 annually. As part of the T3 investment, scheduled for completion in 2025, we will gain an additional 717 meters of berth length with a water depth of 17.5 meters. This will provide us with an additional capacity of 1.5 million TEUs, leading to a total annual throughput capacity of 4.5 million TEUs per year.

2024 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 2024 is 2,242,401 TEUs. The highest volume number recorded during a single call, 20,459 TEUs, was reported in July on the OOCL Gdynia 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 programs that increase long-term investment and economic potential, while also supporting equal opportunities and environmental protection

IFM Investors

is a global institutional funds manager with US\$145 billion under its management as of 31 March 2024. Established more than 25 years ago and owned by 17 Australian pension 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 debt investments, infrastructure, listed equities and private equity. IFM Investors has offices in thirteen cities: Melbourne, Sydney, New York, Houston, Tokyo, Hong Kong, Seoul, London, Amsterdam, Milan, Berlin, Warsaw, and Zurich.

Baltic Hub has a three-person management board:



Jan Van Mossevelde
Chief Executive
Officer



Krzysztof Perdziński
Acting Chief
Financial Officer



Ross Clarke
Chief Operating
Officer

Jan van Mossevelde took up the position of CEO of Baltic Hub as of 01.01.2025.

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.

Krzysztof Perdziński took up the position of Acting CFO of Baltic Hub as of 05.02.2025.

Krzysztof has nearly 20 years of professional experience, gained in both the private and public sectors. He specializes in financing investment projects, particularly infrastructure projects. He holds a degree in finance from the Warsaw School of Economics and a law degree from the University of

Warsaw. Since 2013, he has worked at the Polish Development Fund, most recently as Director in the Investment Department. He has been involved with Baltic Hub since the beginning of PFR's investments, in recent years as a member of our company's supervisory board.

Ross Clarke took up the position of COO of Baltic Hub as of 01.09. 2022.

Ross is a vastly experienced shipping and port industry executive. He started his career as a ship's officer and after a decade at sea, joined Ports of Auckland in his home country of New Zealand. In 2005 Ross joined APM Terminals Regional COO for Asia & Oceania based in Singapore. In 2008 he transferred to APMT HQ where he was globally responsible for Terminal Design and Innovation, with a special focus on automated and semi-automated terminal operations. After 5 years back in New Zealand introducing automation to Ports of Auckland, he re-joined APMT as COO of their 3.0 MTEU transshipment hub in Tanger-Med, Morocco.

Our activity

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

activities with strict adherence to safety rules and 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 designa-

Deep-water quay and modern handling equipment



ted locations, whether in the storage yard or onboard the ship. After unloading, our customers decide on the further course of action for the containers. At the Baltic Hub, we provide options for container loading onto various modes of transport, including sea, rail, and road.

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

You can follow our operations live with the Port of Gdansk streaming <https://www.portgdansk.pl/en/about-port/cameras>



Dynamic growth and investments in innovation

We are the first-choice terminal for many shipowners due to our advantageous location, the quality of services, and modern infrastructure. We are a commercial leader in the Baltic Sea, 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.

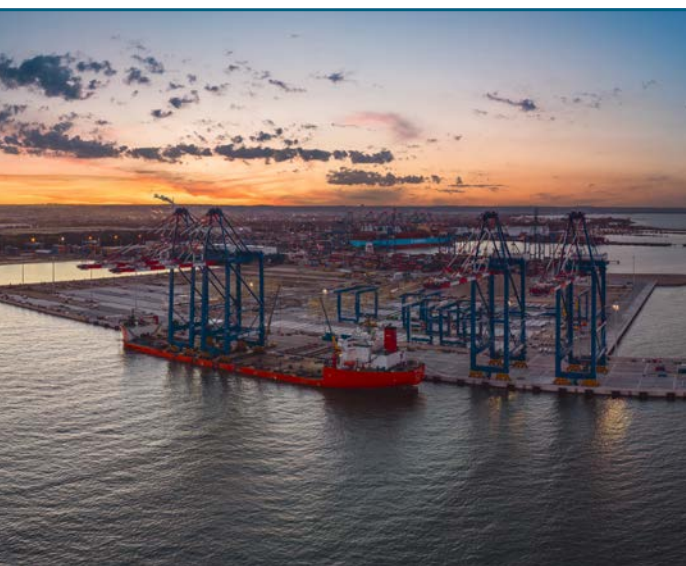
Examples of 2024 projects:

Construction of T3 terminal

In November 2022, one of the biggest investments in the Baltic Hub area officially commenced - the construction of the third terminal - T3 project.

As a result of the construction works carried out in 2023, an artificial island with an area of 36 hectares was created, which will serve as a container stacking and maneuvering yard. In 2024, we completed the construction of the new deepwater

T3 quay. The T3 terminal will be equipped with state-of-the-art electrified equipment that will not only improve operational efficiency but also reduce 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.



Investment

- OCTOBER 2022 start 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

The fourth RMG crane at the railway siding

On July 15, 2024, the fourth RMG crane was commissioned, increasing the capacity of the railway siding to over 800,000 TEUs per year.

Its main structure was manufactured in Poland and it is equipped with a modern OCR system for automatic container number identification, a gate anti-collision system, and 11 cameras to assist the operator.


Additional innovative features have been implemented to improve safety and operational efficiency, such as fine spreader micro-move-

ments for precise positioning and emergency hoist brakes.

The expansion of rail connections is a key element of Baltic Hub's development strategy. The terminal currently handles over 700 trains per month, enabling cargo transport within Poland as well as across Central and Eastern Europe through a network of connections with the Czech Republic, Slovakia, Hungary, and Ukraine.

The fourth RMG crane





We generated
PLN 44.6* billion
for the budget of the Polish
state from border taxes.

*including PLN 38.1 billion settled by authorized entities under Article 33a of the VAT Act, through VAT-7 tax declarations submitted to tax offices.

Impact on the economy

Our terminal plays a vital and direct role in the Polish economy on regional and national levels. Thus, the business decisions made here are derived from solid economic principles and profound market analysis, with a focus on long-term profitability and the creation of a sustainable business. These are key indicators for both efficiency and market trust in our services.

In 2024, our collaborative network included:

- 1166 forwarding companies and customs agencies
- 1742 road hauliers,
- 32 train operators.

Since the beginning of our operations, we have been a significant entity for state infrastructure as well, for example, for the Maritime Office, for whom operational standards and a high level of safety are important.

We collaborate with selected national and regional organizations 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)

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 the 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, transportation, services, and local commerce.

In 2024, we paid more than PLN 198 million to the state budget, in the form of taxes and social insurance contributions, supporting the growth of the Polish economy. Moreover, we generated around 44.6 billion PLN for the state budget from VAT, excise and customs duties.



GRI 202-1

Public taxes paid in 2024 (in PLN):

100.7 mln

Corporate Income Tax

77.6 mln

Social Security
Institution

19.6 mln

Personal Income Tax

Polish budget receipts from customs declarations (in PLN):

0.061 bln

Import Excise Duty

2.3 bln

Customs Duties

42 bln*

VAT

*including PLN 38.1 billion settled by authorized 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 only acting in accordance with procedures, standards and defined guidelines, guarantees 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 to meet 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 fulfilling clients' needs, setting ourselves new challenges.
- **Reliability** - we provide services on the highest level, always fulfilling our commitments.
- **Social responsibility** - in the understanding of Baltic Hub it means an uncompromising approach to safety of work and respect for the local community and natural environment.

Management system

Corporate governance sets the framework for our company's operations and covers all spheres of management, from action plans 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, which consists of four separate systems:

1. Quality management system,
2. Environment management system,
3. Health and safety management system,
4. Energy efficiency system

The integrated management system finds confirmation in the acquired certificates:

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

In our organization we follow a process approach:

GROUP OF PROCESSES	PROCESS
I. 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

The 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 organization in creating

and updating risks and opportunities related to our business. The plan, by its scope, covers all processes taking place in 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 the perspective of our operations, the key groups are: shareholders, customers, employees, suppliers, the local community, and subcontractors. We build trust through partnerships and honest 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 behavior. Adherence to these standards is crucial for our organizational 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 familiarize 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 for handling confidential information to which they have access 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 unauthorized 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.

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 organization.





Anti-Corruption Policy

The Code also regulates situations where a conflict of interests arises. In addition to The Code, there is also an Anti-Corruption Policy, which complements the applicable laws in this regard. The contact person for all employees who have doubts about the legality of a situation is the Compliance Officer. The Anti-Corruption Policy also defines the rules for offering and accepting gifts.

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.

You can report incidents concerning: corruption, public procurement, or financial misconduct, money laundering, terrorism financing, transport or product safety, environmental and radiological safety, food/feed, animal, or public health, consumer or personal data protection, ICT security, EU internal market, including competition, state aid, and tax rules, constitutional rights violations in relation to public authorities.

You can report through:

Email: 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: "Do rąk własnych – Dyrektor ds. prawnych i korporacyjnych", in a double 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**

The 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.



The Baltic Hub aligns its actions with the Sustainable Development Goals (SDGs) by prioritizing:

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



Vision and Goals for Sustainable Development

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

Social responsibility is one of our core values, characterized 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

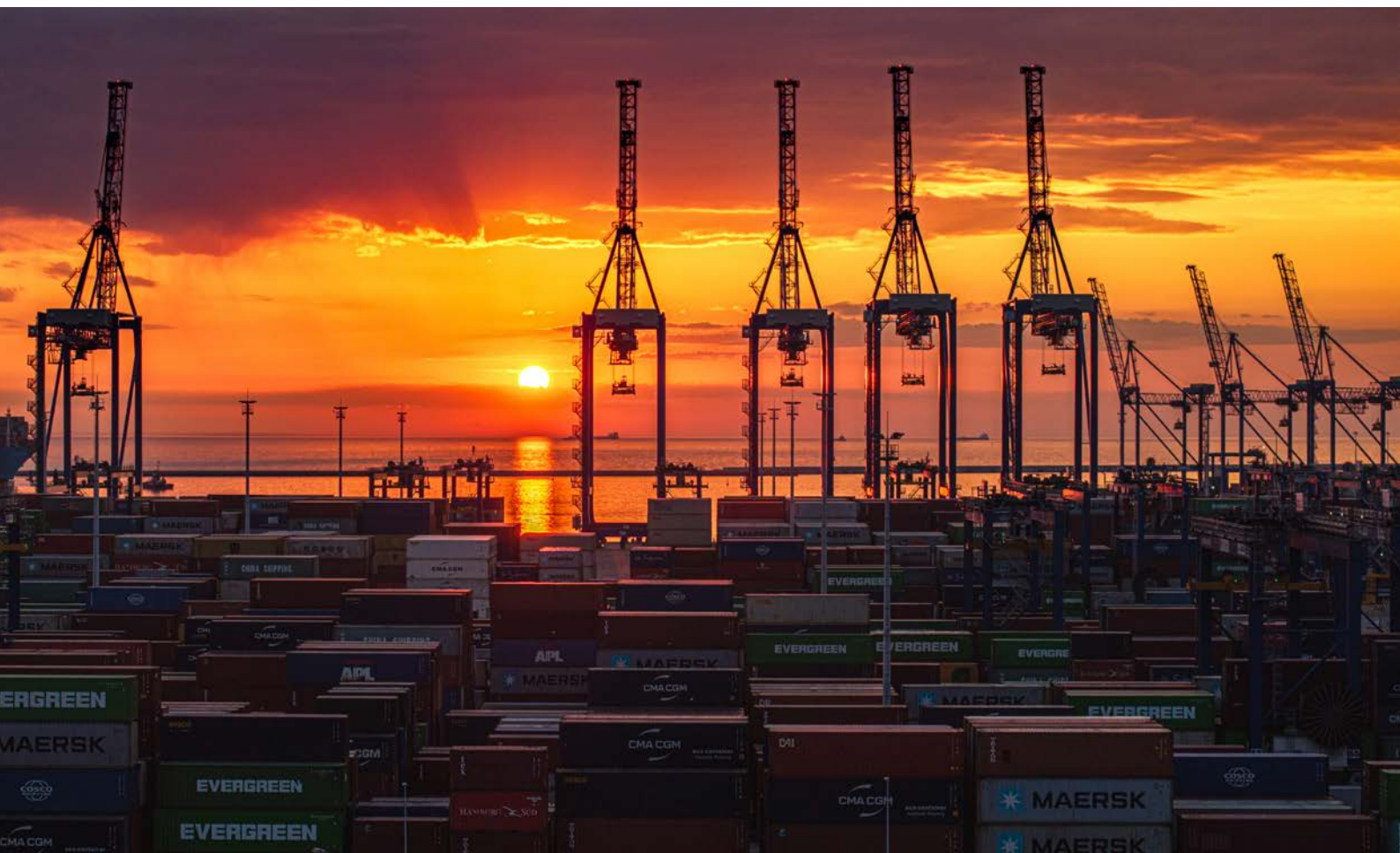
SDGs Goals:

Responsible and ethical behavior towards employees and business partners.



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





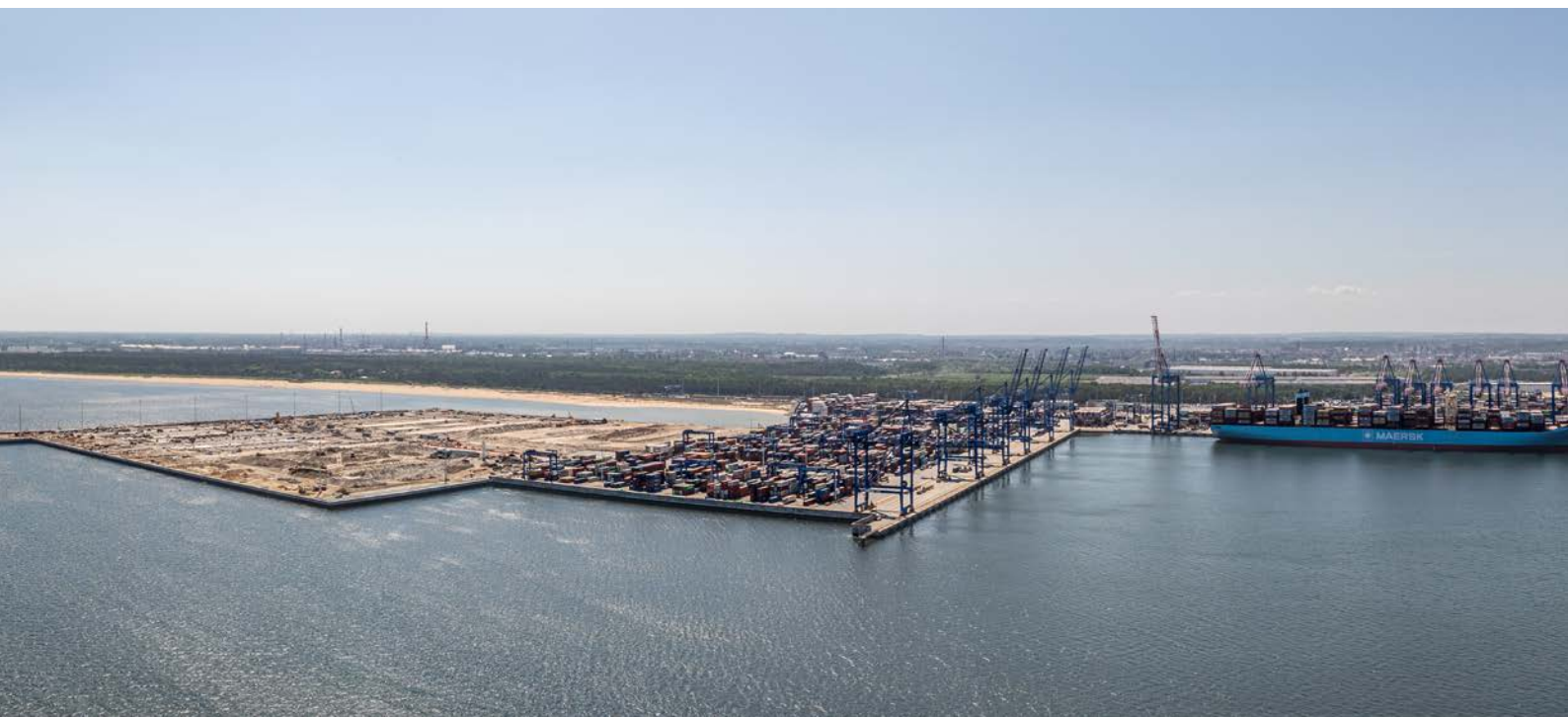
Declaration of Sustainable Development of the Baltic Hub

As Baltic Hub, we strive for stable growth and prioritize 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 favorable mechanisms and conditions for transport chain planning, optimizing costs and quality, while ensuring comfort, safety, 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 organization and achievement of business objectives in a socially responsible manner,
- Solidity and competitiveness ensure the fulfillment 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 optimizing 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, minimizing 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 in action

The 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 at the beginning of 2024. Throughout the year, efforts were focused on collecting and analyzing data gathered by the ESG unit in cooperation with multiple departments. In 2024, the gradual implementation of the actions outlined in the strategy began. 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's 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 decarbonization 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 prioritize the safety of our employees and continuously work to raise their awareness in this area.

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





TOTAL EMPLOYMENT
AT BALTIC HUB IN 2024:

1,440
EMPLOYEES

Baltic Hub Staff

In 2024, we increased our workforce by approximately 14%. 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

21.56%

in 2023

14.03%

in 2024

	2023			2024		
	Women	Men	Total	Women	Men	Total
Total	216	1134	1350	216	1224	1440*

* as of December 31, 2024



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 organization is also adjusted to the needs of disabled employees. We realize that our industry is characterized by a higher number of employed men than women. Thus, we appreciate the women working at Baltic Hub by engaging them in campaigns such as „Inspirujące

kobiety. Siła naszego terminalu” (“Inspiring Women. The Strength of Our Terminal”), through which we showcase their work. 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 labor rights and human rights.

International Women's Day 2024
at Baltic Hub



Career Development and Competency Assessment

Precise job descriptions and systematically implemented competency matrices in various processes assist us in 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 skill 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 collaboratively select candidates for promotions. 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 consideration. At the Baltic Hub, employees have the opportunity to participate in internal recruitment with the approval of their supervisors.





Examples of training projects carried out in 2024:

- Baltic Hub Academy
- Access to Udemy training platforms
- Specialized training in labor 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
- SharePoint and Excel training
- Samurai at Work
- Leadership Academy

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 2024 amounted to 2,268,283.19 PLN. The training area focuses on specialized training that is essential for employees to carry out their job responsibilities while also enhancing work efficiency. Initial training lasts from two weeks to two months. The first day 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 familiarize 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 have the option to benefit from funding for language courses and have access to the language 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	2023			2024		
	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	1 350	48 360,5	35,82	1 440	61 991	43,05
Women	216	8 048	37,26	216	10 043	46,50
Men	1 134	40 312,5	35,55	1 224	51 948	42,44
Management	48	987	20,56	50	2 990	59,80
Other employees	1 212	47 373,5	39,09	1 390	59 001	42,44



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 a company like ours, which has increased its workforce by 100% in a short period, acquiring new employees is crucial for the company's continued growth. We run multiple recruitment campaigns on online platforms like LinkedIn and Pracuj.pl. We have an employee referral program in place, with a reward of 2,000 PLN for referring a new employee.

We conduct internship programs 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 the 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 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.

An individualized approach to security

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 Labor Inspector. The employer is responsible for ensuring safety within the organization. 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 familiarized 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 organization 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, recognizing their outstanding efforts to improve health and safety. (More in Safe Attitudes).

All external individuals, before entering the terminal area, are obligated to familiarize 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 reflec-

Safe Employee of the Quarter:

- a. Reports potential accident situations (Near Miss / HSE Alert) and takes immediate actions to minimize 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 (due to employee fault) in the past 12 months,
- e. Proposes solutions to enhance safety,
- f. Participates in internal training sessions organized 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. Stands out from other employees with knowledge of health and safety and fire safety regulations that goes beyond the Labour Code.

Safe attitudes

tive vest. In 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 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 behaviors, draw attention to them, and explain why certain actions do not meet the Baltic Hub's safety standards.

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 2024, Baltic Hub launched the "Safety in Our DNA" campaign, aimed at raising awareness about workplace safety. The campaign emphasized that safety is not just a rule - it's a responsibility for oneself and for others. Working on the terminal,





surrounded by heavy equipment and dynamic operations, it's easy to lose sight of safety protocols. Yet it is precisely in those everyday moments—while performing our duties - that we have the greatest impact on whether we return home safely to those who are waiting for us. As part of the campaign, the film “Dad, Be Careful!” was presented to encourage reflection and serve as a reminder of the importance of pausing for a moment to take care of one’s own safety.

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

At the beginning of each year, we conduct a safety campaign as part of the PSA Group’s global “Safety Week” initiative. The campaign lasts one week, and in 2024, it featured a series of videos and posters promoting safe behavior in the workplace.

Watch the “Safety is in Our DNA” campaign – the film “Dad, Be Careful!”



During Safety Week 2024, Baltic Hub promoted a special film as part of the “Choose Respect” initiative. The film aimed to highlight the individual perspectives on work held by both our employees and external drivers, while encouraging the building of bridges of understanding. The film emphasized that mutual respect, understanding, and a willingness to cooperate are key elements of a positive workplace atmosphere. It also served as a reminder of our shared responsibility for maintaining safety and well-being.

In August 2024, the Family Safety Festival for employees and their families was held under the name Safety Fest – a major celebration of safety within our company. The event was extremely popular among staff, attracting over 1,000 employees and their families. On that day, participants had the opportunity to spend time with their families enjoying fun activities and learning about health and safety. The program included Zumba trainings, simulated fire rescue operations, a concert by a popular Polish artist, and numerous competitions with prizes to be won. Additional attractions featured inflatable play zones, euro-bungee, a live fire truck and modern ambulance showcase, a rollover simulator, workshops, games, face painting, and a 360° photo booth.

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. 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 analyzed, and corrective actions were implemented to prevent similar occurrences in the future.

GRI: 403-9

Accident rate

	2023	2024
fatal workplace accidents	0	0
total workplace accidents	16	24
workplace accident rate per total workplace accidents*	6.56	9.6
serious workplace accidents	0	0
workplace accident rate per total serious workplace accidents	0	0
minor workplace accidents	16	24
workplace accident rate per total minor workplace accidents**	6.56	9.6

* 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 CO₂ 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 minimizing our influence on the environment and optimizing 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 minimize our footprint on nature. We use the Baltic Hub Integrated Management System as a tool for strategic management of environmental issues. It includes the following:

- Environmental protection system compliant with ISO 14001, the EMAS regulation, and internal PSA corporate requirements.
- 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 signifi-

cance, determining responsibility and assigning tasks to specific teams, while monitoring goals and effects. We constantly upskill our employees in this aspect, and we subject our processes to audits, both internal and external.

An important part of the Integrated Management System is risk assessment. In the Baltic Hub, we operate under a Risk Assessment Plan, in which we identified several main environmental risks, e.g., lack of fulfillment of 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 analyze all potential dangers, implement prophylactic measures, and monitor constantly. 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/environment/integrated-management-system>



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

- Organization management,
- Terminal services - container handling, warehouse space and machines, warehouse services,
- Infrastructure management,
- Supply of energy, fuel and other utilities, resources, products,
- Provision of services for organizations,
- Storage,
- Transport,
- Investment planning and realization.

Energy and emissions

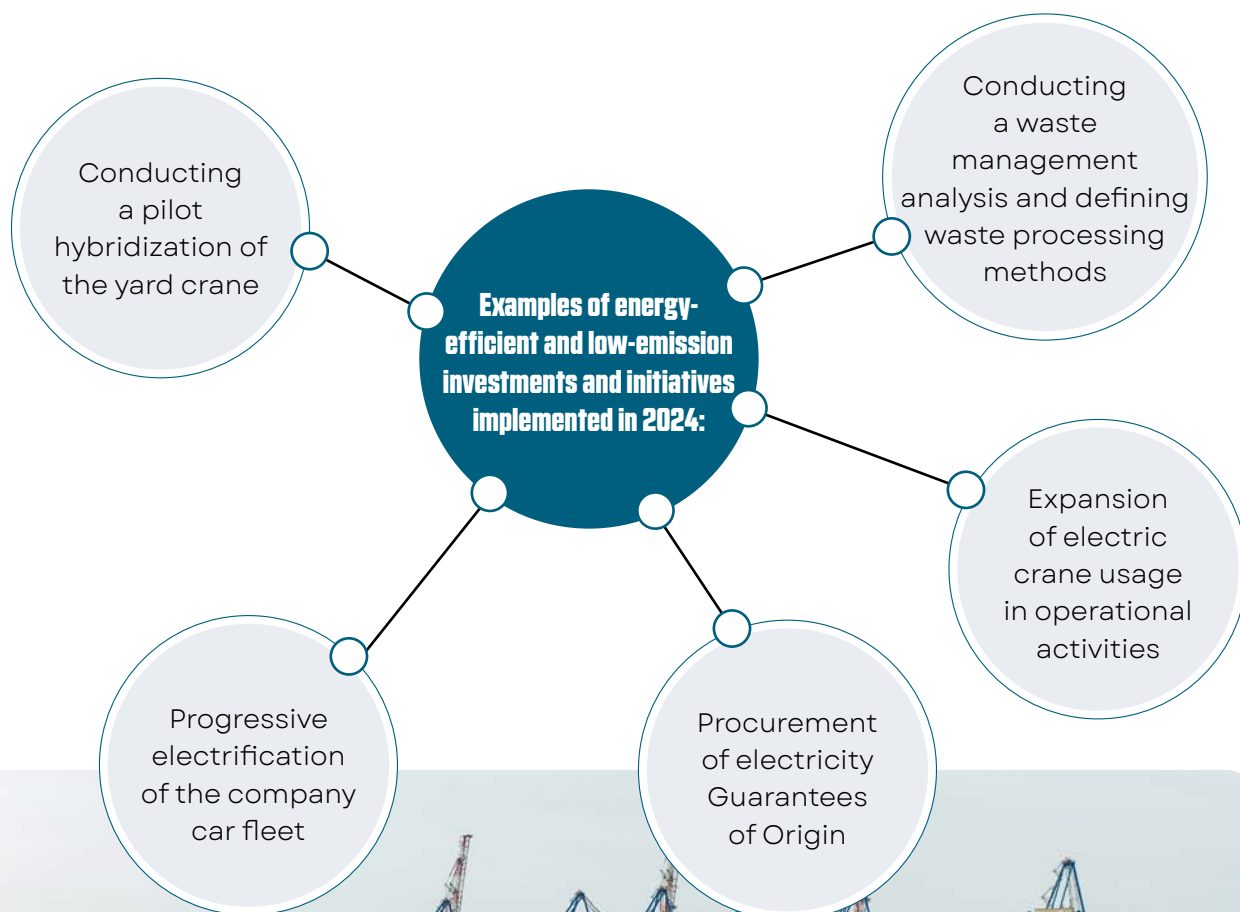
The road to decreasing our carbon footprint

At Baltic Hub, we are deeply committed to environmental responsibility and adhere to a policy aimed at reducing CO₂ 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 decarbonized organization by 2050. Our initial focus is on implementing the Energy Transformation 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.



BHCT on the way to reducing carbon footprint



In 2024, as a result of decarbonization projects, Baltic Hub achieved a reduction of 8.47% in the greenhouse gas emissions intensity indicator for Scope 1 and 2, calculated per handled physical TEU. The indicator value decreased from 7.2 kgCO₂e/physical TEU in 2023 to 6.59 kgCO₂e/physical TEU in 2024.

GRI 302-1

Energy consumption

Total consumption of energy from renewable resources (in-house or bought) by resource type		Quantities (MWh)	Quantities (MWh)
		2023	2024
Renewable	wind power	11 722	13 062
	solar power	11 734	13 074
	Secondary energy produced by QC (t)	2 654	2 583
	Total energy consumption in the organization	26 110	28 719

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

- PSA Climate Response Management System**, which outlines the vision and goals of decarbonization 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.
- 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.
- 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 (ePM) regarding the operational system of ePMs, which have the potential to replace diesel-powered vehicles in the future. From 2023 to 2024, we conducted tests in this area, which delivered positive results in terms of GHG emission reduction, vehicle operational availability, supplier support, energy costs, and infrastructure maintenance costs. The test outcomes have been reflected in our investment plans, with the replacement of diesel prime movers with electric ones starting in 2026. 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 ₂ e]	
	2023	2024
Emission tied to heat production	318,7	285,5
Emissions from cooling processes and steam production	0	0
Emissions of fluorinated hydrocarbons (HFC)	123	99,8
Emissions tied to transport of materials, products and waste	13 677,1	13 971,7
Sum of direct emissions	14 118,8	14 356,8

Base year: 2019

At Baltic Hub, we place great importance on reducing emissions and ensuring the accuracy of calculations. In 2024, an external auditor conducted a verification of our 2023 carbon footprint calculations in accordance with the ISO 14064 standard.

In 2024, 100% of the electric energy delivered to the Baltic Hub came from renewable sources, according to the Certificate of Origin. There is therefore zero non-direct Scope 2 market-based emissions in 2024

GRI: 305-2

Non-direct emissions from Scope 2*

Non-direct emissions divided by source	Non-direct emissions of greenhouse gasses [MgCO ₂ e]	
	2023	2024
Non-direct emissions tied to electric energy usage	15 658,3	17 452,2
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	15 658,3	17 452,2

Base year: 2019



From the 16th to the 27th of September, employees from the container terminal in Gdańsk participated in the fourth edition of Go Green at Baltic Hub. This annual initiative is organized across all business units of the PSA Group and aims to raise awareness about climate change and promote ecological 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.

16 - 19 September - Clean-Up Day

Employees collaborated with Dziennik Bałtycki to clean the forest near the terminal and Stogi Beach. Additionally, employees made an effort to take their families to clean up their neighborhood, local parks, or forests after work.

20 - 23 September - Upcycling Day

Baltic Hub employees had the opportunity to bring and exchange books that had been lying unused at home, giving them a second life and promoting the idea of sharing. For the youngest participants, a creative at-home activity was organized - the task was to create a giraffe using upcycled materials. The giraffe is Baltic Hub's company mascot.

18 - 19 September - Veggie Day

At both company locations, employees could enjoy freshly squeezed juices and choose from vegetarian meals available in the canteen. We also encouraged everyone to prepare plant-based dishes at home on that day.



24 - 25 September - Zero Emission Day

Participants were encouraged to complete a minimum of 10,000 steps over the three days of the GO GREEN campaign and to take part in the cycling initiative 'Pedal for Kilometers for Gdańsk' throughout the entire duration of the event.

26 - 27 September - Tree Day

Used batteries could be exchanged for heather seedlings. As part of a family activity, participants were encouraged to create a home herbarium together.

DURING OUR INVESTMENTS,
WE CONDUCT CONSTANT
MONITORING OF:



Water
quality



Marine debris



Air quality



Ornithological factors



Land-based noise



Beach
morphology

Biodiversity and protection of the marine environment

Adjacent to our terminal, there are areas integrated into the Natura 2000 program. Foremost among them is Zatoka Pucka (Bay of Puck), home to rare and environmentally valuable species of animals and birds. 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 is still ongoing, we conducted continuous monitoring of noise levels and water quality.

To protect biodiversity, we analyze 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.

We also prioritize 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.

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 prioritize 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 refueling or mechanical repairs carries the risk of contamination. We have implemented and adhere to appropriate anti-leak and fire prevention procedures. Our company possesses specialized spill containment kits and complete firefighting equipment, which are allocated 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.

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 minimize leakage, we utilize semi-trailer bathtubs 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 labeled 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 minimizing 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 2024 amounted to 640,889 kg, comprising 113,831 kg of hazardous waste and 527,058 kg of other waste. This includes, among other items, lubricants, ferrous metals, sorbents, empty containers from chemical waste, and other packaging containing remnants 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 2024, the total mass of waste sent for recovery or recycling amounted to 571,221 kg, including both non-hazardous and hazardous waste.

Local communities

In 2024, we realized:

70

social projects

With

70

partners

And donated around

1 million PLN

to the local community

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.

Safety in Our DNA

Pillar: Safety

Ethical Attitude

Pillar: Ethics and Respect at work

Eco-Responsible

Pillar: Partnership and Responsibility

Next door

Pillar: Relations with neighbours

Together for Health

Pillar: Health





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 neighbor.

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 center of Gdańsk.

Our core CSR program

The District Grant "Busole"

In 2024, we carried out the third 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 program's name 'Busole' (compasses).

Grant recipients can include non-governmental organizations, 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. The third edition was won by 7 projects, which were funded with a total of 250,000 PLN.



Baltic Hub

A MEMBER OF THE EPSA GROUP

PRZEMOŁKA

STOGI

KRAKOWIEC
GÓRKI ZACHODNIE

We can do more together, the victorious projects of the 3rd edition of the “Busole” Program in 2024:

Blitz Association

- **Project:** A dance adventure with Blitz
- **Aim of the project:** Supporting the dance development of children, teenagers, and adults from Stogi through the organization of dance workshops, the purchase of costumes, and funding transportation to competitions.
- **Description of the project:** The project includes a series of dance workshops carried out in collaboration with the GAK Art House in Stogi, the purchase of stage costumes enabling the teams to represent themselves at competitions both in Poland and abroad, and logistical support through co-funding of transportation to dance events. These activities aim to foster community integration, promote physical activity, and build a sense of self-worth among participants.

What is a Busola (compass)?

A compass is a navigation device used to set the direction, utilized by sailors since the 13th century. It helped them navigate to 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.

Summary of all projects from the 2nd edition of the “Busole” Program is available here:

[Busole 2nd edition - summary](#)



Ivan Michurin Family Allotment Garden

- **Project:** Safe Waters of Stogi – Retention and Environmental Education Project
- **Aim of the project:** Improving water retention and protecting allotment areas from flooding by clearing drainage ditches, combined with ecological education for allotment holders and primary school children.
- **Description of the project:** Description of the project: The project involves clearing drainage ditches within the allotment garden area – a crucial step in protecting both the plots and the Stogi district from flooding. An integral part of the initiative includes training sessions and ecological workshops for allotment holders, aimed at raising awareness about proper maintenance of water systems and preventing disruptions in water retention. Educational activities will also involve primary school children, helping to foster pro-ecological attitudes from an early age.

“Ostoja” Nursing Home

- **Project:** The Digital World of Seniors
- **Aim of the project:** Preventing digital and social exclusion of seniors through learning how to use modern technologies and fostering intergenerational integration.
- **Description of the project:** The project includes regular, open educational workshops for seniors from the “Ostoja” Care Home and residents of nearby districts (Stogi, Przeróbka, Krakowiec-Górki Zachodnie), held over two semesters from October 2024 to June 2025. The classes, conducted using tablets, cover learning how to operate smartphones and tablets, use the internet, online banking, email, maps, and digital safety principles. Part of the workshops will also focus on rehabilitating cognitive functions. The project also includes intergenerational meetings between seniors and young people, as well as a community integration picnic. The program will conclude with a one-day coach trip for seniors.

The Joseph Conrad-Korzeniowski Voivodeship and Municipal Public Library in Gdańsk

- **Project:** A series of artistic, pro-ecological, and bibliotherapeutic activities.
- **Aim of the project:** Activation and strengthening of the mental resilience of residents in the Stogi and Krakowiec-Górki Zachodnie districts through integrative artistic, bibliotherapeutic, and pro-ecological activities centered around the new Library branch in Stogi.
- **Description of the project:** The project includes the organization of a series of workshops in art therapy, bibliotherapy, and land art, as well as painting workshops culminating in the collaborative creation of a mural by project participants and students from the Academy of Fine Arts. The mural will become a lasting decoration for the library and the neighborhood. The project also involves promotional activities, participant recruitment, the purchase of materials, the organization and facilitation of workshops, and a final summary of the initiative. The artistic activities are not only educational but also therapeutic and pro-ecological, contributing to the development of intergenerational bonds and strengthening local identity.





BUSOLE GRANT – 3RD EDITION SUMMARY

TOTAL FUNDING:

250,000 PLN

NUMBER OF PROJECTS: 7

DISTRICTS

INVOLVED: 3

NUMBER

OF BENEFICIARIES:

2,573

Primary school and nursery unit number 3 in Gdansk

- **Project:** SoundMakers
- **Aim of the project:** The creation of a modern multimedia and music studio that will enable students to develop their musical, technical, and audiovisual skills, while also supporting their emotional and social development through music therapy.
- **Description of the project:** The project involves equipping the studio with modern musical instruments and equipment for creating and editing sound and video. The studio will support the implementation of innovative educational programs, foster students' creativity and talents, and promote community integration through the organization of cultural and educational events. Collaboration with the Academy of Music in Gdańsk will provide hands-on learning opportunities for its students and enrich the school's educational offerings. An important component of the project will be music therapy classes, conducted as a complement to the school's existing art therapy sessions.

Primary school and nursery unit number 11 in Gdansk

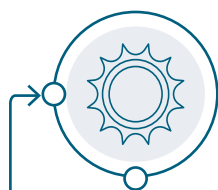
- **Project:** Get in Motion!!!
- **Aim of the project:** Promoting physical activity and a healthy lifestyle among the preschool and local community through upgrading the gymnasium and organizing various sports events.
- **Description of the project:** The project involves upgrading the gymnasium with sports equipment, a multimedia board, a climbing wall, and purchasing medals, trophies, and sports shirts for children. As part of the initiative, a series of outdoor games, music workshops, fitness classes, Sports Days, and an Inter-Preschool Sports Olympiad will be organized. The project engages the entire school and preschool community—children, parents, grandparents, and staff—encouraging shared activity, healthy competition, and the development of sports and dance passions.

Primary school and nursery unit number 4 in Gdańsk

- **Project:** Si-Island-The Beginning
- **Aim of the project:** Reducing overstimulation and supporting the mental well-being of students, teachers, and parents by creating a sensory calming room in the special education school.
- **Description of the project:** The project involves the renovation and adaptation of a room into a friendly, safe, and comfortable 'calm island' – a space designed to provide temporary relief from noise and sensory overload, allowing users to regain emotional balance. The room will be accessible to students in grades 1–8, teachers, and parents, serving as a place not only for daily relaxation but also for hosting therapeutic, integrative, and relationship-building sessions. The space will also be used during extended breaks and for organizing homeroom hours and training sessions for parents and teachers, supporting collaboration and raising awareness of the importance of balance and well-being within the school environment.

Next door

SUMMER



Summer with Baltic Hub and the Port of Gdańsk

As every year, at the turn of July and August, Baltic Hub, in cooperation with the Port of Gdańsk Authority, organized summer attractions on Stogi Beach. Weekend evenings could be enjoyed at an open-air cinema with deckchairs and warm blankets. On Saturdays, beachgoers in Stogi were treated to various summer activities, including Zumba classes, windsurfing, SUP boards, Optimist boats, and many more.



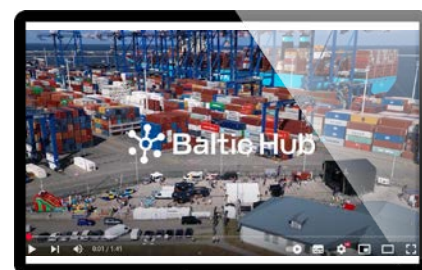
AUTUMN



September 1, 2024

For the second time, Baltic Hub invited residents of neighboring districts to a unique outdoor event. The gathering, which attracted a record-breaking 1,600 participants, was filled with free Hawaiian-themed attractions, guided terminal tours, contests, and rescue service demonstrations.

The event aimed to bring the local community together and to promote education, a healthy lifestyle, and safety. During the celebration, the winners of the latest edition of the “Busole” grant program were also honored.



Next door - End of Summer with Baltic Hub

WINTER



During the holiday season, Baltic Hub actively supported the integration of local communities by participating in the organization of events and providing decorations and gifts. Funding was provided for Christmas trees for the Przeróbka district and the Voivodeship and Municipal Library in Stogi, helping to create a festive atmosphere in public spaces. A special highlight for Stogi residents was the ceremonial lighting of the Christmas tree, accompanied by warm drinks and a visit from the company's giraffe mascot for the children. Children from both districts received festive socks or cinema tickets as holiday gifts. Thanks to these initiatives, the holiday season became a time for joy, connection, and building neighborhood bonds.

Safety in Our DNA

Water safety

For years, Baltic Hub has been actively involved in initiatives that support the safety of the local community, especially during summer recreation by the water. As part of the educational campaign “Safe by the Water,” co-organized with Dziennik Bałtycki, the company carries out initiatives aimed at raising awareness among both children and adults about responsible

behavior 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.



Support for Local Rescue Service

Baltic Hub’s commitment to safety also includes supporting rescue services operating near the terminal. In August 2024, the company donated high-quality protective gloves to the officers of Fire and Rescue Unit No. 2 in Gdańsk, located in the Przeróbka district—one of Baltic Hub’s neighboring communities. This modern personal protective equipment will be used not only in firefighting operations but also in responding to other local emergencies that firefighters



face daily. Such support highlights Baltic Hub's dedication to improving safety in neighboring districts and strengthens its cooperation with local emergency response institutions.

Eco-Responsible

Tree Planting Campaign

In March, Baltic Hub employees took part in a tree-planting initiative co-organized with the One More Tree Foundation. As part of the effort, 2,000 oak trees were planted in Górkі Zachodnie, Gdańsk, with 900 of the saplings funded by Baltic Hub. The event gathered around 70 participants representing various companies, all working together to enrich the urban ecosystem and enhance biodiversity.

Adoption of a Giraffe

In 2024, Baltic Hub symbolically adopted Aki the giraffe from the Gdańsk Zoo. The initiative was inspired by the resemblance of our STS cranes to giraffes. Adopting Aki reflects the values of Baltic Hub - supporting biodiversity, promoting empathy-based communication, and engaging in environmental education. We are proud to actively support the protection of endangered species and to take part in actions that contribute to 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 given to our clients as gifts and awarded to employees as prizes in internal competitions. Through this initiative, we promote local beekeeping and raise awareness about the vital role bees play in maintaining ecological balance.





Beach Cleanup

Baltic Hub regularly takes part in the beach cleanup initiative on Gdańsk's Stogi Beach, organized as part of the "My Baltic" project by Dziennik Bałtycki. Every September, Baltic Hub employees join forces with students from nearby schools to participate in the event. This joint effort is not only a way to care for the natural environment but also a great opportunity for community integration and environmental education.

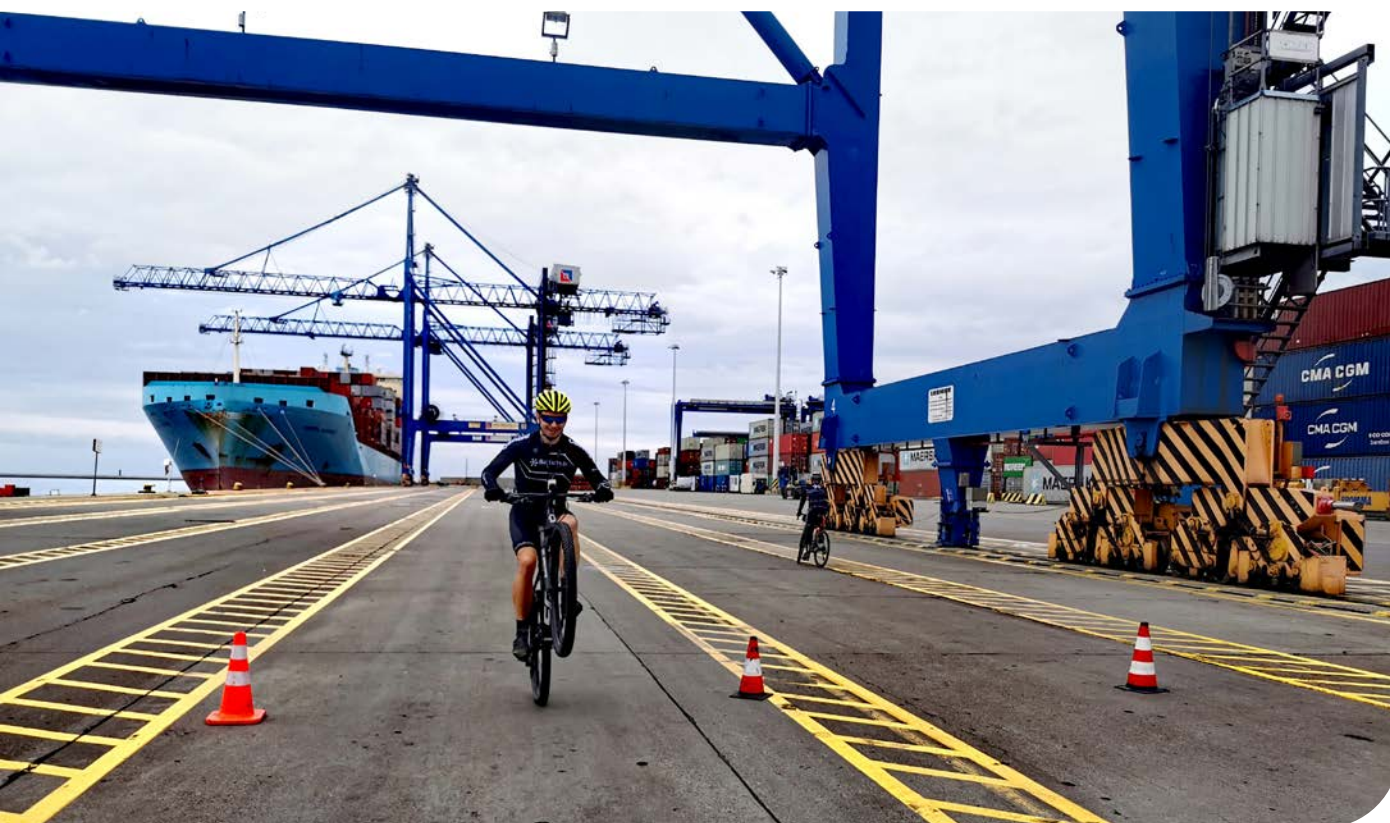
Driven by Care

Help for Ukraine

Baltic Hub has actively engaged in efforts to support Ukraine, contributing to both humanitarian and medical aid initiatives. The company supported the mission of a paramedic and combat medicine instructor working with the Dnipro-1 Battalion of the Ukrainian National Guard by donating a specialized AAJT-S abdominal aortic tourniquet. The device was added to the equipment of an ambulance used for both training purposes and evacuation from war-af-

affected areas. This specific equipment support helps save lives and enhances safety on the front line. In addition, Baltic Hub donated funds to the "Biskupia 33" Foundation, which supports Ukrainian families who have taken refuge in Gdańsk, providing aid such as food supplies. Through these initiatives, the company makes a tangible difference in the lives of those affected by war and strengthens social solidarity in the region.





Together for Health and a Worthy Cause

Moving for Charity

In June, Baltic Hub once again took part in the regional Moving for Charity initiative, which brings together employees from PSA's business units across the Europe & Mediterranean and Americas regions. For two weeks, participants—both individually and in teams—engaged in various physical activities such as running, cycling, swimming, and walking. Together, they logged an impressive total of over 26,000 minutes of activity.

This sporting effort had a special charitable purpose—all recorded

minutes were converted into financial support, which Baltic Hub donated to the Pomorze Dzieciom Hospice in Gdańsk's Stogi district. Thanks to the joint commitment of employees and their families, this much-needed facility received meaningful support for its young patients.

Relay of hope

Baltic Hub also traditionally organizes the annual „Relay of Hope” campaign, in which 1 PLN is donated for every kilometer completed—whether running or cycling—in support of the Pomorskie Hospicjum dla Dzieci. Baltic Hub running and cycling teams, company employees, their families, residents of the Pomeranian region, and all those eager to contribute to the cause actively take part in the initiative. In 2024, participants collectively covered an impressive 68,404 kilometers! This extraordinary mobilization of the local community helped raise funds that directly support the hospice and its mission.

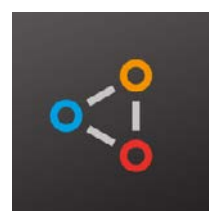
Run of Angels

For the third year in a row, Baltic Hub was a proud partner of the Run of Angels - an initiative organized 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 Pomorze Dzieciom Hospice Foundation, 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 organizers 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 involved in local community life for many years, supporting educational, integrative, and charitable initiatives. Thanks to its collaboration with the Inspiring Examples Foundation, led by Leszek Szmidke, the company regularly organizes study visits for students from technical schools in the Pomeranian Voivodeship who are facing important career choices. These activities help young people gain practical experience and better understand their career development opportunities. This collaboration is consistently continued year after year.



An important part of Baltic Hub's community involvement is supporting local events that bring residents together and promote social values. The company actively participates in neighborhood festivals such as "Melodies of Generational Solidarity" in Stogi and the "11th Flisak Day" in Przeróbka, co-organizing attractions for both children and adults, hosting ecological workshops, and providing moments of joy and relaxation for the community. Baltic Hub proudly supports events that strengthen the sense of belonging and help build strong, connected communities.



In its day-to-day operations, Baltic Hub never forgets those most in need. The company regularly engages in charitable initiatives—providing one-time donations to support children with serious illnesses and individuals with disabilities, as well as supporting local hospices and senior care homes. Baltic Hub is also involved in annual projects such as the “Opłatek Maltański” and “Szlachetna paczka” campaigns. In 2024, the company donated funds through the PFR Foundation to support people affected by flooding. Thanks to these initiatives, meaningful assistance reaches families facing difficult life situations and institutions that provide daily care and support.

Baltic Hub also supports the community through in-kind donations. In 2024, Baltic Hub donated a Peugeot Partner vehicle to the Pomorze Dzieciom Hospice, which is now used by the medical team to reach terminally ill children within a 100-kilometer radius of Gdańsk. The vehicle has significantly facilitated the work of doctors, nurses, physiotherapists, and psychologists, supporting them in their daily home visits and enhancing the quality of care provided to the children and their families.

The donation of a projector and screen to the Maria Konopnicka Allotment Garden or office furniture to Primary School No. 72 in Stogi are just a few examples of initiatives that help local institutions expand their offerings and better serve the community. Through a wide range of efforts—from education and charitable support to fostering neighborhood connections—Baltic Hub contributes to the everyday lives of residents in the surrounding districts. The company continues to grow its commitment by creating space for collaboration, dialogue, and mutual support.

About This Report

This report is the seventh sustainability report published by Baltic Hub and covers the period from January 1, 2024, to December 31, 2024. 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.

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

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