OB|streem

CORPORATE SOCIAL RESPONSIBILITY REPORT

2024

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Message from the management

2024 has been a transformative period for our company, powered by strategic investments, organizational restructuring, and operational excellence, setting foundation for sustainable growth. We strengthened our position in the market despite the economic challenges by achieving significant growth in revenue and expansion into new markets. The significant development of our infrastructure, with the addition of 60,000 sqm of warehouse space and the consolidation of key operations, allows us to optimize logistic processes and deliver greater value to our partners.

For 2025, our commitment remains focused on maximizing efficiency, increasing technological integration, and continuous development of customer experience. These will be further empowered by state-of-the-art digital tools and platforms for operation with increased agility and transparency to ensure the sustainability of the services. Concurrently, we are expanding our presence in regional markets across Greece and Balkan countries by creating a seamless network which connects and develops the economy in every market we serve.

Our corporate culture continues to be centered on people, emphasizing collaboration, innovation and fair treatment for our employees. A fully integrated team, coupled with an improved rewarding system, will offer better career development for building a truly enabling and committed work environment. Now, as the grounding stands with integrity, excellence, and accountability, we enter the year 2025 with the ambition to drive continuous progress and make a meaningful contribution to society and economy.

The Corporate Social Responsibility Report for 2024 analyzes the results of the year, the actions that were implemented, the actions that are in progress and our goals for the future. On account of their contribution to the 17 Sustainable Development Goals of the United Nations, which are in the heart of the 2030 Agenda for Sustainable Development adopted by all UN Member States, at the beginning of each section on the left side of the page, you will find relevant tags showing to which goals the contents of the section are in line with.

Enjoy your reading.

Constantinos Bitros
Chairman of the BOD & CEO

1

PRESENTATION OF OB STREEM

With responsibility and consistency, we provide contemporary services in supply chain management, tailored to the individual needs of each one of our customers.

Our vision is to work hard to be a leading and innovative logistics provider in South-East Europe by inspiring trust and delivering excellence.

Corporate Responsibility principles are taken into serious consideration in the business planning of our company.

Our goal is to motivate and inspire our stakeholders, provide sustainable, specialized services and add value to our customers' supply chain.

1.1 Company Profile

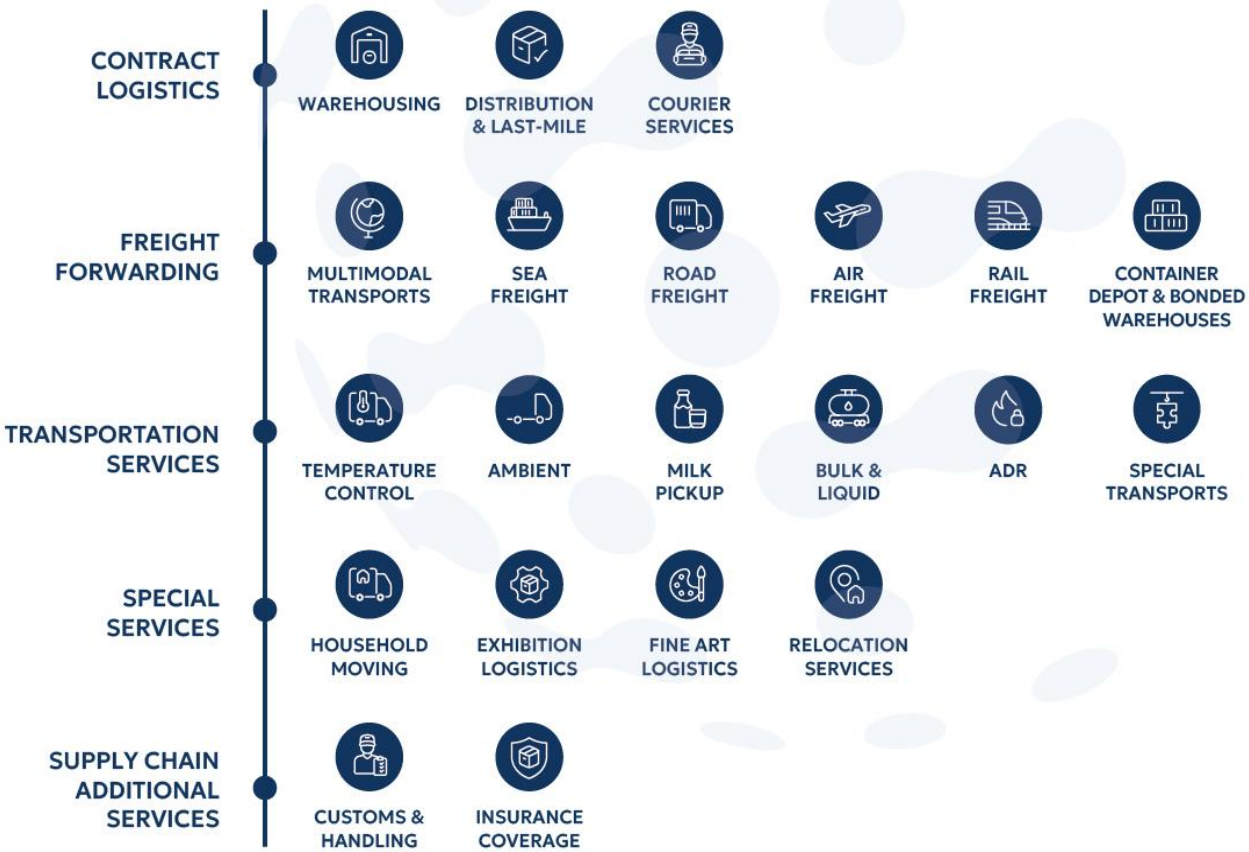
OB Streem as a leading logistics provider, offers end-to-end supply chain services through innovative and sustainable solutions, ensuring a consistent flow of reliable mobility worldwide.

Strategically positioned in Greece and throughout Southeast Europe (SEE), we serve as the gateway to and from Europe and EMEA, delivering comprehensive logistics services.

With deep industry expertise and cutting-edge technology, we optimize logistics, ensuring efficiency, reliability and precision at every stage of the supply chain, whether our customers are expanding.

From freight forwarding and warehousing to customs clearance and last-mile delivery, we provide innovative, scalable and sustainable logistics solutions tailored to the business needs of our customers.

The **SERVICES** we offer are summarized below:



Our facilities

OB STREEM offers a wide range of services via 5 logistics and distribution centers and 1 biogas plant, summarized in *Table 1*.

Distribution Centers in **Greece**	Covered area (m^2)
Kalochori 1	29.539
Gefyra	22.848
Kalochori 2	4.614
Aspropyrgos – Dyo Pefka	20.361
Aspropyrgos – Ano Foussa	18.930
Mandra	11.000
Inofyta	12.000
	119.292

Biogas Plant in **North Greece**	Total area (m^2)
Gefyra	18.368
	18.368

***Table 1** – OB STREEM Installations*

Our equipment

All our facilities are equipped with state-of-the-art equipment to ensure we meet our customers' needs efficiently, such as:

- **IT systems**, specialized **software** and **hardware**
- Sophisticated **storage systems**
- Contemporary **lifting equipment** (forklifts, pallet jacks, reach trucks etc.)

The transportation and distribution of commercial goods is conducted by subcontracted commercial vehicles.

At the same time, we continue to invest in new facilities and equipment, aiming to cover our customers' needs, according to the special characteristics of the business sectors they are operating in.

1.2 Our Values

Our values guide the way we operate and trough them, we consistently deliver excellence, responsibility, and integrity in every aspect of our business.

- **Customer Comes First**

It's all about you and your cargo.
Your peace of mind is our priority. With end-to-end visibility and real-time monitoring, we ensure seamless, secure operations every step of the way.

- **Integrity**

Trust through transparency. For us, honesty is more than just a value it's our foundation. We are committed to building trust through transparent actions, ensuring clarity in every decision made with your best interests in mind.

- **Excellence**

Our pursuit of excellence knows no bounds. Inspired by your trust, we continuously strive to be our best, driving mutual growth and shared success. Let's grow together.
It's a perfect match.

- **Innovation**

Curiosity + Expertise = Progress
It's a dynamic world and so are we. Fueled by innovation, we adapt, evolve, and thrive in an ever-changing environment, driving progress every step of the way.

- **Teamwork**

Joint strength, shared success.
Together, we are unstoppable.
Through open dialogue and shared insights, our collaborative spirit fuels our journey toward greatness.
After all, we're a team.

1.3 Corporate Responsibility & Sustainability

OB Streem is committed to actively contributing to the reduction of the environmental impact caused by warehousing and transportation activities. We invest in sustainable development actions both at the corporate level and within society. Our aim is to implement our business strategies while acting responsibly toward the environment, society, our communities, and our customers.

Our key areas of focus include:

- **Protection of the environment**
- Offering **high quality of services, customer satisfaction**, loyalty and trust
- **Contribution to the community**
- **Economic sustainability** of OB Streem
- **Growth and development of our people**

The strategy we follow is based on corporate responsibility and sustainable development. Our corporate practices are governed by financial sustainability, protection of the environment, work conditions and staff training, human rights, local community support, transparency and integrity. The operation of our organization is oriented and compliant to the guidelines of the GRI international standard (Global Reporting Initiative) and the initiatives of the UN Global Compact.

1.4 Operating with International Standards

The customer-oriented approach that we follow, ensures that our customers' needs and expectations remain our top priority.

In combination with our corporate culture about customer satisfaction, we focus on offering high quality services, aiming to cover our customers' special needs. At the same time, we adapt to market needs and trends in order to effectively respond to the evolving requirements of our partners.

To achieve that, we apply international standards, described as follows:

- **ISO 9001:2015** Standard for Quality Management
- **ISO 14001:2015** Standard for Environmental Management
- **ISO 45001:2015** Standard for Occupational health and safety management systems
- **ISO 22000:2018** Standard for Food Safety (storage and distribution at ambient temperatures)
- **IFS Logistics** Standard for Food Safety in Logistics
- **ISO 39001** Standard for Road Safety
- **SQAS Warehouse & Transportation** Standard for Quality, Health and Safety, Environment and Security (chemicals storage and distribution)
- **Organic Certification** for warehousing and transportation of organic products
- **FDA Certification** for shipping products to USA.

RESPONSIBILITY FOR OUR PEOPLE

2

Essential part of the strategy of our company is the **development of our employees** and the **respect of their rights**.

We recognize that **our corporate success and our future development depends on our people**.

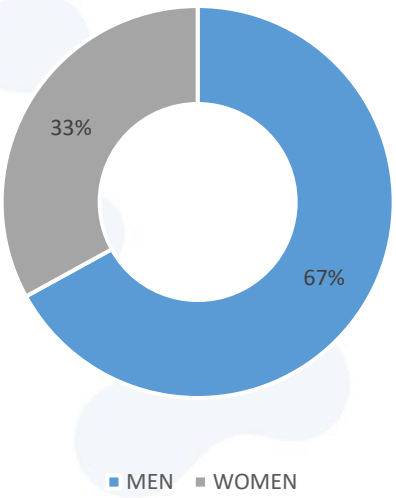
Our company **follows the Greek Legislation and is fully compliant to all laws** regarding employment, while giving extra attention to actions regarding aversion of forced labor.

2.1 Our Human Resources in Numbers

Our leading position in the field of logistics and the high standards of the services we offer, is directly related to our people. We take our human resources very seriously, placing competent and qualified employees in the appropriate job positions, aiming to smooth business operations, as well as maximum customer satisfaction.

The needs of OB STREEM in human resources during 2024 were covered on average by **280 employees**.

The percentage of men and women working in our company is depicted on *Graph 1*. The company aims, whenever possible, to equally distribute men and women in the workplace.



Graph 1 - Men/women ratio at the workforce, 2024

2.2 Occupational Health & Safety

OB Streem is particularly keen on the assurance of health and safety in the workplace, aiming to eliminate the possibility of occupational accidents. Our main concern is for our employees to feel safe while performing their duties and to be able to return home to their families exactly as they arrived at work. Focusing on fulfilling this goal, we implement a series of actions that focus on ensuring a safe working environment.
The assurance of health and safety of our employees within the premises of the company is our priority. Therefore, we aim to the following:

- **Protection of the employees**
- **Accidents prevention**
- **Promotion of a people-oriented culture**
- **Protection of visitors and interested parties**
- **Elimination of occupational accidents**

Training

Our company organizes personalized briefing and training on health and safety topics, usage of Personal Protective Equipment (PPE), as well as traffic procedure inside the warehouse and the surrounding/exterior area of the facilities, for all new employees, upon recruitment.
The Training Program of OB Streem includes, among other topics, Health & Safety, that consists of general instructions applicable to all job positions, targeted trainings related to specific jobs, basic knowledge for the members of the fire and first aid teams, etc. Training seminars on the above topics are organized on a regular basis, several times during the year.

Ten (10) training sessions focused to H&S were conducted during 2024, **attended by approximately 280 members of our workforce**. Main issues of training sessions were Safe Loads Handling, First Aid, and Emergency Situations Management.

Fire Exercise in Kalochori, September 2024

Fire Exercise in Kalochori, September 2024

First Aid Training in Kalochori, June 2024

Work instructions & information material

According to our Integrated Management System, there are safety work instructions and information material that are distributed to all employees. Topics that are covered within the scope of Health & Safety are:

- safe work practices in the offices
- safe work practices in the warehouse
- use of lifting equipment
- manual handling of loads
- general guidelines for the fire team
- heat stress management
- earthquakes management
- restriction of COVID-19 spread in the workplace etc.

Safety instructions for visitors

Our customers, associates and other third parties that come to our premises are being informed regarding the reception process, as well as the Health & Safety guidelines that must be followed at the areas they will visit, before they arrive.

SQAS Warehouse & Transportation

OB Streem applies a European recognized standard for occupational health and safety management systems, focusing on the effective control of occupational hazards for all involved parties (employees, visitors, suppliers and local community), aiming to achieve zero accidents and continuous improvement of our performance in that field.

Further to the frequent visits of the Health and Safety Advisor and the ADR Consultants that are required by Law, qualified executives of our company conduct systematic audits to our facilities and activities, in the context of internal audits, aiming to spot any hazards that may affect the high standards of Health & Safety in our workplaces promptly. The management of the company in cooperation with the responsible departments, evaluate the findings and make sure that they are resolved on a timely manner.

Occupational accidents

During 2024, seven accidents occurred, and relevant corrective actions were applied in order to prevent reoccurrence.

Cooperation with specialists in H&S topics

OB Streem, aiming to offer more than just what is obligatory by Law to its people, has chosen one of the most renowned companies offering Occupational Health and Safety Prevention & Protection services, as partner; Samaras & Cooperatives, Biosafety, Karanasios & Cooperatives. The scientific staff of our partners maintain constant communication with our executives and together they work to ensure a safe working environment for our employees while continuously seeking opportunities to improve working conditions. Consistent with this commitment, our company remains fully compliant with the applicable Health & Safety legislation, relevant to its operations.

2.3 Employees Training & Development

Our company recognizes that training and continuous education of our people is a key factor in improving their efficiency at work and their professional confidence personally, as well. The Training Program of our company includes seminars organized by external educational institutions, participation in conferences but also internal trainings by executives with significant experience in specific subjects, addressed to all employees and covers all possible topics.

In 2024,

Our staff participated in

training programs & seminars

with a total of

hours duration

attended by

employees

2.4 Equal Opportunities, Benefits & Compensation

OB Streem protects human rights in the workplace, ensuring that all of our employees are treated with dignity and respect, regardless of their individual characteristics. We offer convenient working conditions, so that our employees are safe and content.

Additional benefits for the employees

We are one of the few corporations in Northern Greece to provide and cover our employees with Health Care insurance contract that can cover also their families. We also design tailor made insurance programs for our fleet subcontractors.

2.5 Elimination of Violence, Bullying & Harassment in the Workplace

Following the validation of the Convention No. 190 of the International Labor Organization (ILO) by Greek Law (N. 4808/2021) which concerns violence and harassment in the workplace, OB Streem has explicitly stated in its "Elimination of Violence, Bullying and Harassment in the Workplace" Policy **zero tolerance to any form of violence and harassment**, including but not limited to gender-based and sexual harassment.

The aforementioned policy describes:

- the occupational violence and harassment hazards
- the measures in place to prevent, control and mitigate such incidents
- the rights and responsibilities of the employees and the company in such cases
- the available mechanisms to report such incidents as well as the ways they are managed
- the mechanisms in place to support and protect the victims

The Elimination of Violence, Bullying and Harassment in the Workplace Policy has been disclosed to all OB Streem staff members via email and it is posted at the notification boards available at each one of the facilities.

No relevant incidents have been reported to date.

2.6 Other Actions & Activities

Effective external communications require the perfect internal communication, that ensures quick, systematic and efficient communication between the employees. The tools used to support solid internal communications are the following:

- Internal electronic network (INTRANET)
- Notification boards
- General meetings
- Emails from and to the management
- Internal Communication Tool

RESPONSIBILITY FOR THE ENVIROMENT

3

We are committed to form an integrated environmental policy, developing a series of initiatives and activities, compatible with the international practices and regulations.

We cooperate with our stakeholders to promote environmental protection, **minimization of our environmental footprint** and training our people on environmental subjects.

Our priority is to search for solutions to upgrade our existing equipment and procedures, aiming for our company operations to be **more efficient and more friendly to the environment.**

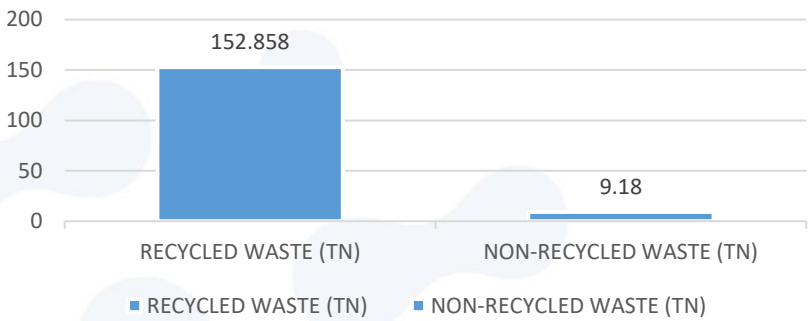
3.1 Materials Consumption

Acknowledging that the packaging materials we use to provide our services in Greece (i.e., pallets, stretch film, carton boxes etc.) are directly linked with the protection of the planet, we try to reduce their consumption to a minimum by reusing them, if possible, in addition to the systematic recycling program that we implement.

The following table and the relevant graph (*Table 2* and *Graph 2*) show the ratio of recyclable and non-recyclable waste in the year 2024.

	WEIGHT (TN)	KG/€
RECYCLED WASTE (TN)	152,858	0,0014
NON-RECYCLED WASTE (TN)	9,18	0,0001
REVENUE (€)	112.335.609	

Table 2 – Packing materials recycled during 2024.



Graph 2 – Packing materials recycled during 2024.

In order to evaluate the environmental performance of the company, a series of KPIs were developed which take into account the activity that takes place, rather than merely reviewing the consumption of environmental resources.

The company will continue to include this KPI in the set of environmental performance indicators it monitors on an annual basis.

3.2 Environmental Management of Waste

While acting with respect for the environment and in accordance with the existing legislation, one of our goals is to manage solid and liquid waste resulting from our operations in a responsible manner. Waste is an important source of pollution with an ever-increasing negative impact on the environment. Utilization of liquid and solid waste through recycling and responsible disposal of materials that cannot be reused or recycled, is part of our environmental & energy policy, and as such, we try to improve our methods in this area, aiming in better performance.

Application of ISO 14001:2015 standard

OB Streem applied the ISO 14001:2015 principles in all its activities, while maintaining the relevant certification by independent accredited certifying body. The implementation of the standard is an important tool for achieving the environmental goals of the company, which include reduction of natural resources and energy consumption, reduction of emissions, full compliance with the environmental legislation and cooperation with suppliers and subcontractors that respect and protect the environment.

Recycling bins at all facilities

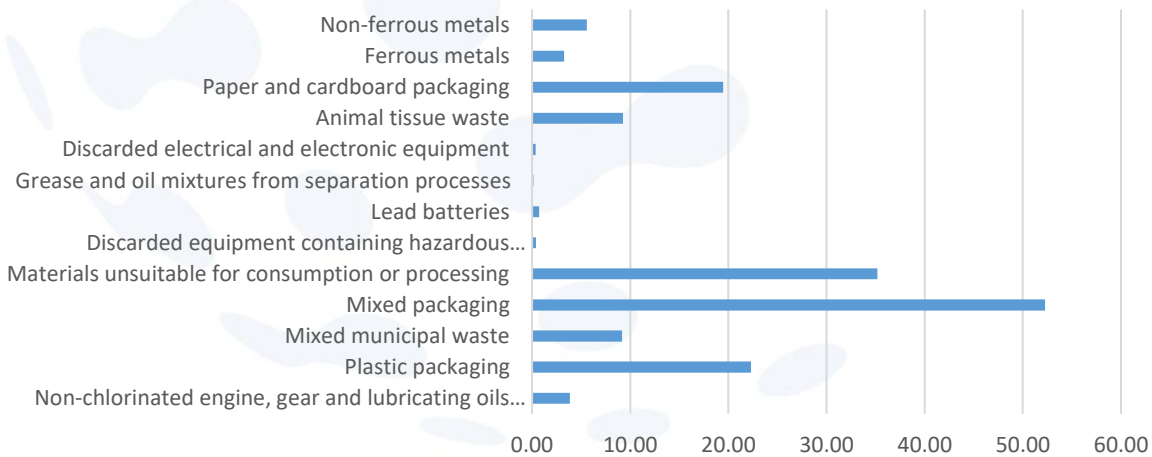
All OB Streem facilities are equipped with bins for the separation of recyclable from normal waste. These bins are strategically placed in the buildings, in order to encourage their use by the staff. More specifically, there are bins for the collection of paper, plastic, metal and glass at the rest areas and kitchens. Used paper from the office areas is usually collected from bins that are placed next to the printers, whereas bins for the collection of alkaline batteries (by “AFIS”) can be found at central parts of each building.

Recycling of solid & liquid waste

Recycling is not limited at the office operations only. Packing materials waste generated during warehouse operations is collected daily and disposed of in special containers, which are picked up by our authorized waste management partners, who arrange their recycling. At the same time, obsolete electrical & electronic equipment, used printer toners, lead-acid batteries and used lubricants are collected by the relevant departments and handed over for recycling, as well.
The materials recycled during 2024 are noted in *Table 4* and *Graph 4*, that follows:

EWC Code	Description	Quantity (tn)	%
13 02 05	Non-chlorinated engine, gear and lubricating oils based on mineral oils	3,84	2,4%
15 01 02	Plastic packaging	22,30	13,8%
20 03 01	Mixed municipal waste	9,18	5,7%
15 01 06	Mixed packaging	52,27	32,3%
02 05 01	Materials unsuitable for consumption or processing	35,19	21,7%
16 02 13	Discarded equipment containing hazardous components	0,40	0,2%
16 06 01	Lead batteries	0,74	0,5%
19 08 09	Grease and oil mixtures from separation processes	0,15	0,1%
20 01 35	Discarded electrical and electronic equipment	0,35	0,2%
02 02 02	Animal tissue waste	9,28	5,7%
15 01 01	Paper and cardboard packaging	19,48	12,0%
19 12 02	Ferrous metals	3,28	2,0%
19 12 03	Non-ferrous metals	5,58	3,4%
	General Total	**162,038**	**100,0%**

Table 3 – Waste recycling per type of material, 2024



Graph 3 – Waste recycling per type of material, 2024

3.3 Water Consumption

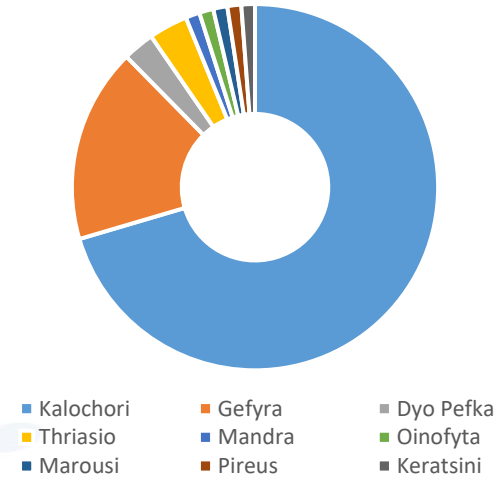
Water is one of the most important natural resources, therefore its responsible use could not be excluded from our environmental culture and awareness. We implement actions, such as:

- Installation of conductivity sensors in cooling towers to properly renew water and reduce consumption.
- Desalination of water in cooling towers to achieve as much recycling as possible.
- Regular maintenance of our water/fire extinguishing network for possible leakages.
- Installation of a particulate filter in the Bridge's fire extinguishing network, so that the water quality is improved and there is no need for emptying.
- Rational use of water when it comes to the needs of our employees and the cleaning of our facilities
- Avoiding neglectful use when it comes to maintaining the surroundings of the facilities and specifically for watering plants

Water consumption in our facilities for 2024 is shown in *Table 6* and *Graph 4*:

FACILITY	m3 WATER	%	m3/1.000€	m3/EMP
Kalochori	28.271	70%	0,252	100,97
Gefyra	6.899	17%	0,061	24,64
Dyo Pefka	1.117	3%	0,010	3,99
Thriasio	1.379	3%	0,012	4,93
Mandra	500*	1%	0,004	1,79
Inofyta	500*	1%	0,004	1,79
Marousi	500*	1%	0,004	1,79
Piraeus	492	1%	0,004	1,76
Keratsini	480*	1%	0,004	1,71
Total	40.138	100%	0,357	143,35
TURNOVER (€)	112.335.609			*estimated
Employees	280			

Table 4 – Water consumption per facility, 2024



Graph 4 – Water consumption per facility, 2024

Water is part of our business operations; its consumption mostly depends on the refrigerators performance and people using the facilities (i.e., kitchens, bathrooms, cleaning activities etc.). Therefore, the KPI used to assess the water management of the company takes into account the total turnover and the total number of employees.

The company will continue to include this KPI in the set of environmental performance indicators it monitors on an annual basis.

3.4 Energy Consumption

Part of our environmental culture and consciousness is relevant to the management of the energy that we use. We pay close attention to the energy consumed in our facilities and we monitor the greenhouse gases produced from our operations, aiming to minimize our environmental impact through a holistic action plan. Some of those actions are the following:

LED lights & motion sensors

LED technology lighting offers significant advantages when it comes to energy consumption, as well as the reduction of our carbon footprint. Almost 85% of the lamps used in our facilities are LED, whereas the rest of them are gradually being replaced.

Solar panels

The installation of 2MW solar panel park at the rooftop of our warehouses in Kalochori and 250KW solar panel park at the rooftop of our warehouse in Gefyra leads to approximately 20% energy savings, which is provided by solar power which is renewable, instead of using the conventional electric power provided from the grid.

Biogas Plant

In 2023 our 1MW biogas plant was fully operative, reducing the emissions of the processed wastes more than 90%.
The biogas plant operated for a second year keeping all environmental conditions and taking all the measures imposed by them, as well as the maintenance and proper operation of all its electromechanical equipment. Feedstocks used in the plant include cattle, pig and poultry livestock effluents, grain-corn silages (fruit and plant residue), vegetable and agricultural residues, fats from the food industry, whey, brewery, distillery, confectionary and olive mill residues, food withdrawals , food industry sludges, fat collector sludges (DAF), glycerol - fatty acids and edible fats - oils. During 2024, 54,200 tons of waste were processed in the unit. 3.769.980 Nm^3 of biogas were produced and the amount of produced electricity injected into the grid was 7.505.900 kWh.

Application of ISO 50001:2018-based EMS

Recognizing the multiple benefits that arise from the adoption of international standards, OB Streem has decided to incorporate the requirements of ISO 50001:2018 into its existing integrated management system. This step reflects our ongoing commitment to improving energy performance, reducing environmental impact, and aligning our operations with globally recognized best practices.

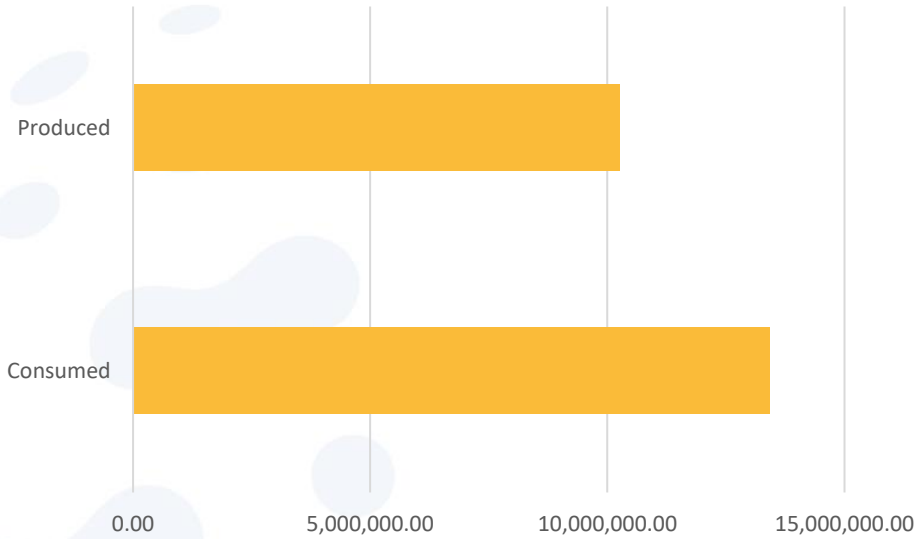
Our company's energy sources consist primarily of the electricity consumed in our facilities and the diesel used by our vehicle fleet. As part of our transition to ISO 50001, we conducted a comprehensive analysis of energy consumption across all OB Streem facilities and business activities. This analysis served to establish our energy baseline and identify significant energy users, in accordance with the requirements of the standard. Findings reveal that the refrigerating systems within our warehouses are the most significant energy users, accounting for approximately 85% of the total installed power at our facilities. In addition, the diesel-powered vehicles within our fleet represent another major contributor to our overall energy consumption.

To address these findings, OB Streem has implemented targeted actions aimed at reducing energy use in our warehouse operations. These include the installation of fast runners at freezer doors where such systems were previously absent, thermographic inspections of the building shell to detect thermal losses followed by appropriate repairs, and the training of staff in the proper management of refrigerated areas. Further reinforcing our commitment to sustainable energy management, our energy and environmental program also includes the phased renewal of our vehicle fleet with more technologically advanced models and the replacement of facility equipment with appliances of higher energy efficiency class. We also support our subcontracted fleet partners by offering leasing options for the replacement of older trucks with EURO 6 or newer technologies, thereby enhancing the overall environmental performance of our logistics operations.

In addition, OB Streem undertook further actions in 2024 such as the purchase of an LNG truck and participation in a large-scale tree planting initiative in Elefsina and Aspropyrgos in collaboration with WE4ALL. Looking ahead, our 2025 action plan includes the installation of solar panels on the roof of our Thriasio warehouse, further solidifying our path toward energy efficiency and environmental responsibility. Through these strategic initiatives, OB Streem demonstrates a clear and steady commitment to efficient energy use and the reduction of our environmental footprint. We are committed to increasing the share of renewable energy with the goal of becoming **ENERGY NEUTRAL**, as outlined in the kWh tables.

ELECTRICITY	kWh
Consumed	13.425.690,25
Produced	10.254.833,46

Table 5 – Electric power consumption vs production, 2024



Graph 5 – Electric power consumption vs production, 2024

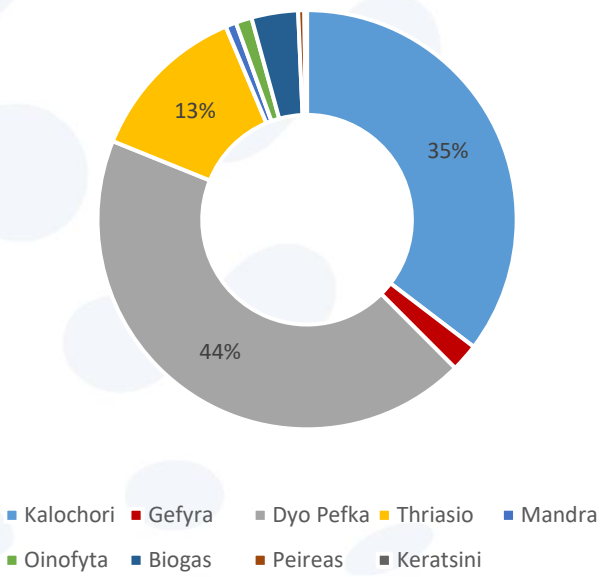
ELECTRIC POWER

The electricity consumed in our facilities during 2024 is shown in *Table 6:*

FACILITY	kWh	%	kWh/€
Kalochori	4.748.494,73	35%	0,042
Gefyra	288.745,22	2%	0,003
Dyo Pefka	5.853.173,63	44%	0,052
Thriasio	1.684.001,92	13%	0,015
Mandra	110.786,00	1%	0,001
Inofyta	166.320,96	1%	0,001
Biogas	482.304,18	4%	0,004
Piraeus	64.349,61	0%	0,001
Keratsini	27.514,00	0%	0,000
TOTAL	13.425.690,25	100%	0,120
REVENUE	112.335.609,00		

***Table 6** – Electric power consumption per facility, 2024*

To optimize energy consumption, the company has already started since 2019 the installation of photovoltaic parks at the rooftops of the warehouses and the installation of the biogas energy plant for exploitation of waste. There is also a high impact investment plan for installation of more photovoltaic parks. The results of energy consumption per facility are shown in *Table 6* and *Graph 6*.



***Graph 6** – Electric power consumption per facility, 2024*

On 16/9/2019, the installation of a 500-kW photovoltaic park was completed on the roof of the cold storage no 2 in Kalochori. In June 2020 another park was connected on the roof of the cold storage no 3-4 with a power of 500 kW and in November 2020 a 249.48 kW photovoltaic park was installed on the roof of the warehouse in Gefyra, Thessaloniki. Finally, the installation of photovoltaic power of 999.9 kW on the roofs of dry storage 1 and cold storage 1 at Kalochori was completed in September 2022. In 2024 were produced 2.749 MWh from the company's photovoltaics.

In September 2021, biogas energy plant for exploitation of agricultural waste started operating. The produced biogas meets the highest standards and provides renewable energy source into the network. Furthermore, through the waste process, emissions are avoided as this waste, if it was not processed by the company, it would emit methane into the atmosphere. In 2024, biogas plant produced 7.505 MWh.

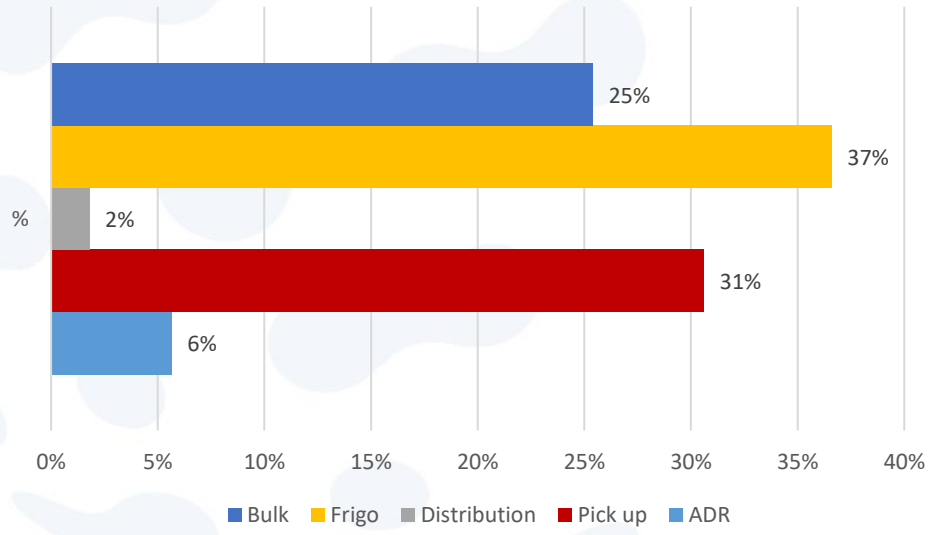
FUEL CONSUMPTION

Diesel engine vehicles are considered as one of the significant energy users. The amounts of fuel consumed by vehicles are roughly proportional to the kilometers traveled. OB Streem does not monitor the exact fuel consumption as it outsources the routes to subcontractors. The proportion of kilometers traveled by type of vehicle is shown in *Table 7:*

TYPE	KM	%
ADR	1.440.322	6%
Pick up	7.803.472	31%
Distribution	455.299	2%
Frigo	9.331.070	37%
Bulk	6.474.248	25%
TOTAL	25.504.411	100%

***Table 7** – Kilometers travelled per type of equipment, 2024*

Energy consumption from transport includes only the distance covered by full truck movements directly managed by the company. Third-party freight forwarding is not currently included in the numbers. The company acknowledges this gap and is considering ways to include such data in future reporting.



***Graph 7** – Kilometers travelled per type of equipment, 2024*

3.5 Greenhouse Gas Emissions

As part of our Environmental and Energy Policy, OB Streem places particular emphasis on monitoring and reducing the carbon footprint of its operations. The measurement and evaluation of greenhouse gas (GHG) emissions is a key tool in identifying areas for improvement and in assessing the effectiveness of our environmental measures. Since early 2021, OB Streem has been systematically collecting data to calculate its GHG emissions, beginning with the base year 2021. This ongoing process enables the company to track its environmental performance over time and to plan targeted actions for emission reduction. In line with its long-term climate strategy, the company is committed to reducing its carbon footprint by 30% by 2030 (reference year 2019). In addition, OB Streem aims to achieve carbon neutrality for its warehouse operations by utilizing renewable energy sources managed by the company, including photovoltaic parks and a biogas unit. In June 2025, OB Streem underwent an audit by TÜV Hellas, an authorized certification body, for the verification of its 2024 GHG emissions, in accordance with the requirements of the New Climate Law. Following the successful completion of this audit, the company submitted its 2024 GHG Emissions Verification Report to the competent National Authority.

GHG emissions inventory boundaries

The greenhouse gas (GHG) emissions inventory of OB Streem encompasses all core business activities of the company. Specifically, it includes:

- Provision of logistics services, such as warehousing, stock management, and distribution
- Storage operations, both long-term and short-term

Services provided by third parties that are ancillary to the above—such as outsourced transportation services—are not included in the inventory. The company operates six logistics facilities in Greece, all of which are fully accounted for in the GHG inventory. In accordance with ISO 14064-1, the GHG inventory comprises both direct and indirect emissions, categorized as follows:

CATEGORY 1

Direct emissions, from sources that are owned and/or controlled by the company

For OB Streem category 1 includes emissions caused by:

- **maintenance of refrigeration systems of vehicles**
- diesel and petrol of **forklifts**
- **air conditioning and cooling systems** installed at the company facilities
- Biogenic emissions from biogas plant

CATEGORY 2

Indirect emissions, from imported energy

For OB Streem, this is the **electric power consumed at the facilities**.

Other sources of emissions, such as mobile combustion emissions from transport, are excluded from the calculation as they are included in subcontractor emissions.

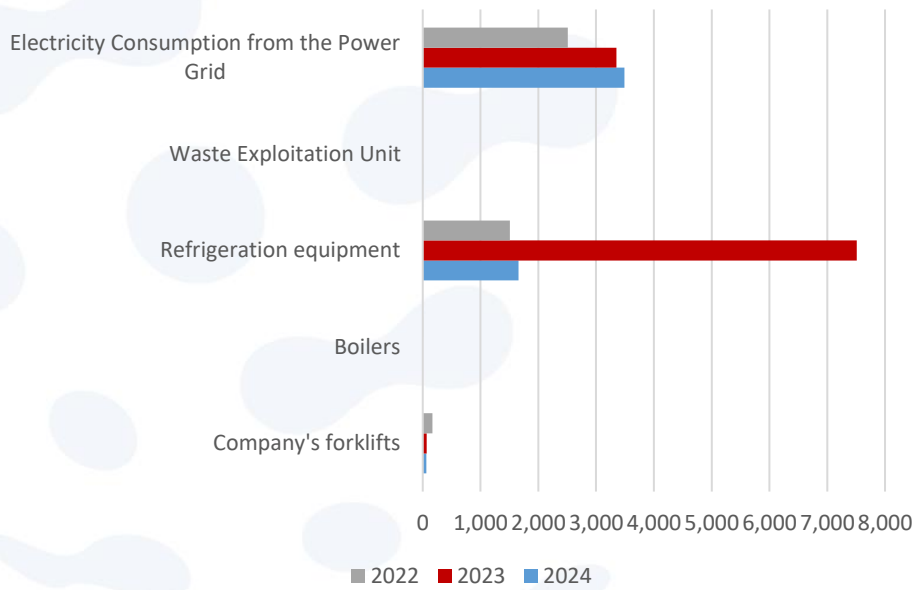
More details on the justification of the exclusion of those sources are available in the Carbon Footprint Inventory Report for the year 2024.

Calculation methodology

For each one of the sources identified in each category, relevant activity data were collected, and appropriate conversion factors were applied for the calculation of the greenhouse gases produced by each source, as presented in *Table 8* below.

	2024	2023	2022
Company's forklifts	60,61	68,69	168,51
Boilers	0,00	0,00	1,29
Refrigeration equipment	1.655,23	7.509,22	1.506,14
Waste Exploitation Unit	0,09	0,00	0,00
Electricity Consumption from the Power Grid	3.492,99	3.351,25	2.507,59
Total Consumption	**5.208,92**	**10.929,16**	**4.183,53**

Table 8 – Emissions per category, 2024



Graph 8 – Total tn CO_2e 2024 vs 2022 and 2023.

A detailed calculation of greenhouse gases can be found in the 2024 annual report that has not yet been verified.

3.6 Compliance with Environmental Conditions

The environmental impact of our operations is taken very seriously — not only during regular business activities, but also during the construction phase of our facilities.

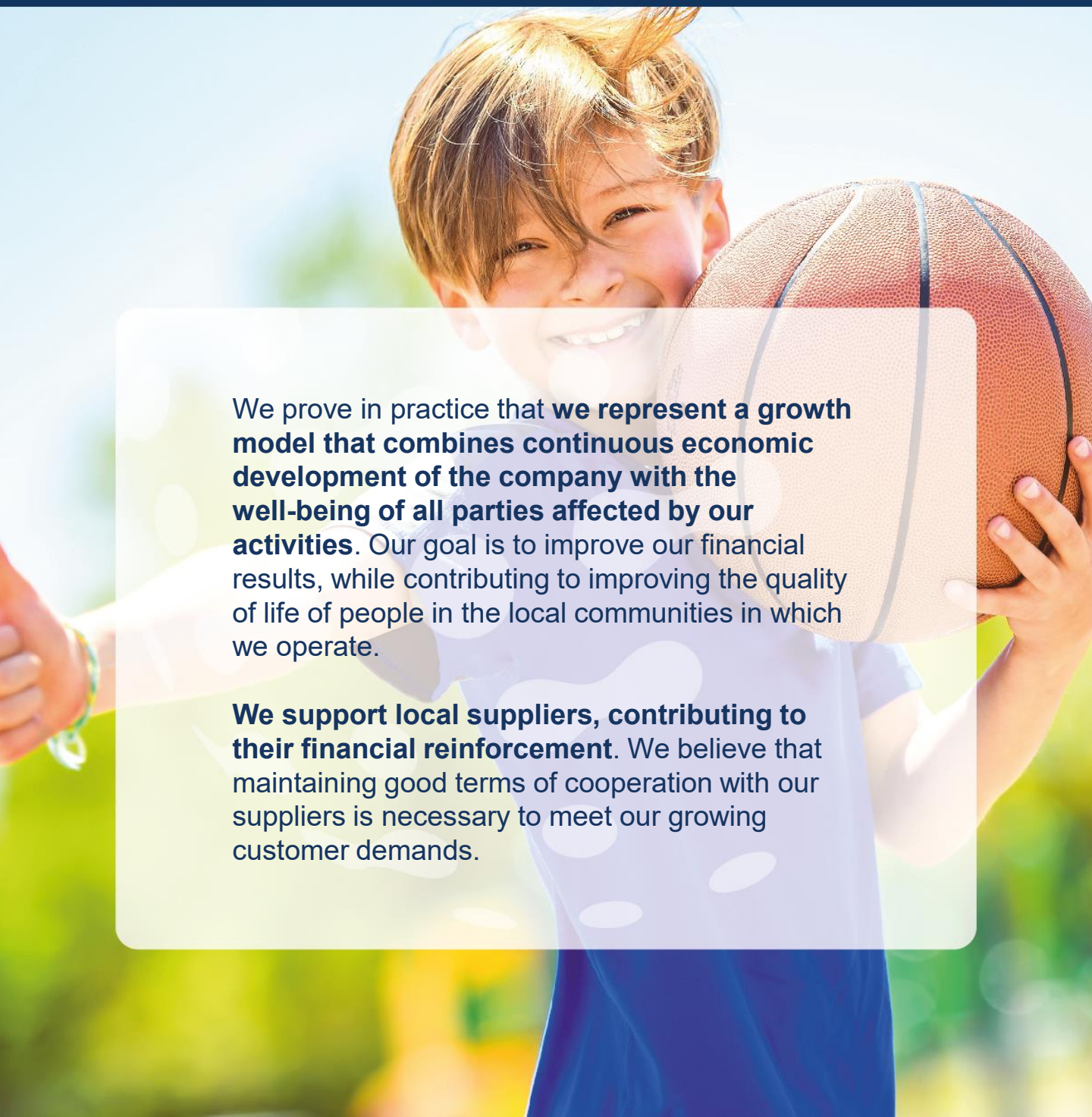
OB Streem complies with the Basic Environmental Commitments imposed by the competent authorities, which include measures to mitigate the environmental impact of generated waste (gas, liquid and solid), vehicle traffic, noise and other aspects that may affect the morphology of the area.

Compliance with environmental commitments — as well as the company's own environmental requirements and guidelines — is evaluated through regular internal audits conducted at all company facilities.

We are proud of the elegance of our facilities, both for the interiors of our buildings, and for the courtyards as well. Order, cleanliness, care for the plants and regular maintenance and repairs are a priority for us. We make sure that this impeccable image, often praised by all first-time visitors, is maintained through systematic and daily checks and regular maintenance.

RESPONSIBILITY FOR THE SOCIETY

4



We prove in practice that **we represent a growth model that combines continuous economic development of the company with the well-being of all parties affected by our activities**. Our goal is to improve our financial results, while contributing to improving the quality of life of people in the local communities in which we operate.

We support local suppliers, contributing to their financial reinforcement. We believe that maintaining good terms of cooperation with our suppliers is necessary to meet our growing customer demands.

4.1 Social Contribution

In line with our ongoing commitment to social responsibility, we continue to strengthen the company's social role through structured initiatives aimed at supporting the local communities, improving living conditions for vulnerable groups, and the reduction of social inequalities.

In 2024, our key social initiatives included:

Donation to Gefyra Educational Gymnastic Association

Professional absorption of young people 18+ in Thessaloniki

Youth Tournaments in Aspropyrgos & Elefsina, in collaboration with local municipalities

Donation of 50 pairs of boots and a speed radar to the Thessaloniki Prefecture Traffic Police

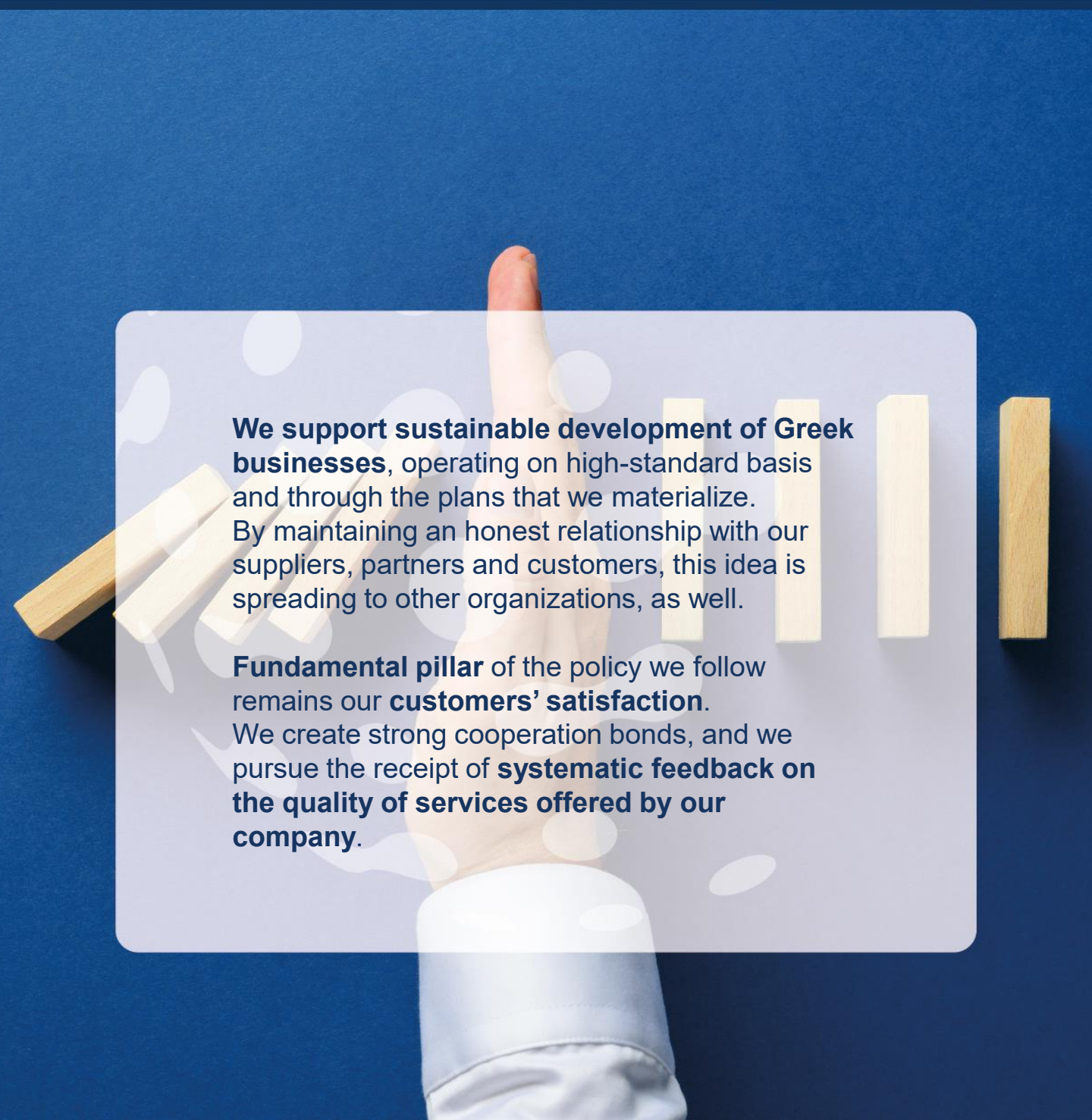
Tree planting in Elefsina and Aspropyrgos with WE4ALL 2024

Sponsoring of Greek Economics Olympiad

As part of its Corporate Social Responsibility objectives, OB Streem is committed to enhancing its positive impact on society through the systematic expansion of CSR initiatives. In this direction, the company aims to implement at least 10 dedicated CSR actions per year. Among these, OB Streem intends to organize a minimum of two initiatives annually specifically focused on supporting education, the environment, culture, and the well-being of its employees.

RESPONSIBILITY FOR THE MARKET

5



We support sustainable development of Greek businesses, operating on high-standard basis and through the plans that we materialize.
By maintaining an honest relationship with our suppliers, partners and customers, this idea is spreading to other organizations, as well.

Fundamental pillar of the policy we follow remains our **customers' satisfaction**.
We create strong cooperation bonds, and we pursue the receipt of **systematic feedback on the quality of services offered by our company**.

5.1 Customer Satisfaction

Our core objective is high customer and associate satisfaction, which we monitor through methodical analysis.

Our company maintains a communication plan with all customers, either by regular meetings, or by sending out customer satisfaction questionnaires in an annual basis. Purpose of these communications is to record our customer satisfaction in a systematic way, and use it to draw objective and useful conclusions, based on our customers' assessments.

As part of its digital transformation and supply chain transparency efforts, OB Streem aims to implement real-time tracking in at least 70% of its shipments by 2028. This objective supports improved operational efficiency, customer service, and environmental monitoring.

In the summer of 2024, a customer satisfaction survey of the company was organized and completed. Questionnaires were sent to approximately 145 customers and a total of 64 responses were received. The average of all ratings was around 8.

In 2024,

64 logistics clients

evaluated our performance by replying to relevant questionnaires, resulting to an average score of

8

Graph 9 – Customer satisfaction analysis results summary, 2024.

5.2 Corporate Governance

Aiming to achieve long-term sustainable development, we embrace and abide by the principles of corporate governance, as applicable by the local legislation and provisions in force, as well as by pertinent practices recognized internationally by corporates and organizations around the world.
OB Streem is committed to ensuring transparency and accountability in its governance practices, aligning with international standards and stakeholder expectations. As part of this commitment, the company has set a clear objective to achieve Gold-level recognition by EcoVadis by the year 2028, reflecting continuous improvement in the areas of ethics, labor and human rights, environment, and sustainable procurement.

Code of Conduct

One of the core governing principles of our company is our commitment to perform business in a legal, ethical and professional manner. Integrity is considered as a prerequisite for our people, who are expected to adhere to all company policies and management guidelines and to perform their job duties in an ethical manner that goes beyond legal compliance.

The code of conduct includes all necessary behavior rules, principles and values such as respect of diversity, reliability, integrity, transparency and personal responsibility, which create an operational framework that leads to embracing a common corporate culture.

Fight against corruption & bribery

The respect and compliance to the national and international legislation, the fight against corruption, fraud and other illegal activities are part of the governing principles of our company. As such, specific procedures have been developed and relevant measures are in place, aiming to enforce transparency, as well as prevent and fight corruption.

- **Policy against bribery and fight against corruption**
  OB Streem is committed to promote a culture of integrity throughout the organization and communicate the expectations of the company for reduction of corruption and bribery risks.

- **Anti-trust policy**
  As stated in our code of conduct, OB Streem is bound by the principals of free economy and fair competition. Our company policy is to compete in a lawful, fair and ethical way and fully comply with all relevant legislation in effect.

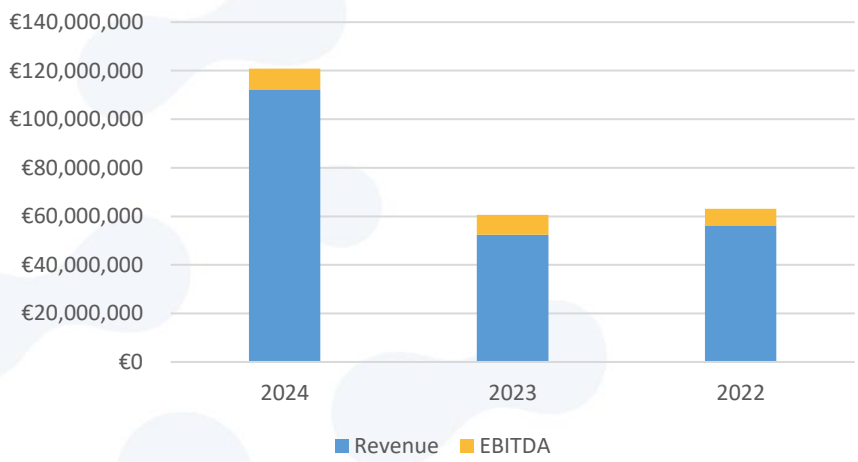
Financial performance

The financial performance of our company is a key factor, when it comes to successfully materializing our planned actions towards sustainability and social responsibility. Our efforts to offset the negative effects of our operations as well as the new jobs created due to our extensive business activities in the local market are a way to return part of the wealth we created to our environment, our society, our partners and our employees.

Table 9 and *Graph 10* show our financial performance in year 2024 as well as a comparison to the performance of the previous years.

Financial data	2024	2023	2022	
Revenue	112.335.609 €	52.487.798 €	56.235.309 €	**114,02%**
EBITDA	8.500.000 €	8.081.249 €	6.851.092 €	**5,18%**

***Table 9** – Financial data, 2024 vs 2023 vs 2022*



***Graph 10** – Financial data, 2024 vs 2023 and 2022.*

We continue to invest in sustainability, aiming to reduce the environmental impact of our company activities. More specifically:

- We continue to upgrade the lighting of our facilities, using **LED technology lamps**
- We renew the company owned fleet of passenger cars, motorcycles, trucks and vans with **new technology, environmentally friendly vehicles**
- Obsolete electrical appliances are replaced with new, **high energy class** equipment
- Forklifts, pallet jacks and their battery chargers are replaced with new, state-of-the-art equipment of **high energy efficiency**
- **Proper and systematic maintenance** of our buildings and our electromechanical equipment is mandatory for the health & safety of our people, aimed at reducing energy losses too
- **Environmental & energy management** is taken into serious consideration when **designing new facilities**

Information Security

Protection of the information assets and personal data of customers, partners, our people and other stakeholders is a non-negotiable task for OB Streem.

Our people are actively involved in the protection of information assets and personal data, by adhering to relevant rules, guidelines and procedures and by attending training programs aiming to keep them constantly up-to-date.

CSR & Sustainability Policy

To demonstrate its adherence to the social responsibility and sustainable development of the company, we formulated the CSR & Sustainability Policy, which summarizes our commitments and goals as well as the strategy we follow in our efforts to fulfill them.

OB STREEM CSR Team

In order to effectively manage the established Corporate Social Responsibility topics, we formed our own CSR team. The members of this team are experienced and renowned executives in our company. More specifically, the CSR team consists of the following members:

- **Martin Hofman**, CQ & EO
- **Eleana Prassopoulou**, Quality Manager
- **Dimosthenis Karalis**, Asset Manager

OB STREEM has completed its Corporate Social Responsibility Report for 2024, demonstrating its commitment to ethical and sustainable development.

With our strong values focused on our people, the environment, society and the market, which form the foundation of our Corporate Social Responsibility Strategy, we continue the path of sustainable development.

We encourage the human driven difference!