



UTC Overseas

European Sustainability Report

2023



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Letter to Stakeholders

Dear Valued Stakeholder,

On behalf of UTC Overseas Europe, I am pleased to present our 2023 Sustainability Report, which outlines our ongoing commitment to responsible business practices and environmental stewardship.

As a global leader in logistics, we recognize the crucial role we play in shaping a sustainable future for our industry, our communities, and the world at large. This report reflects our dedication to minimizing our environmental footprint while driving innovation and delivering exceptional service to our clients.

Key Highlights of Our Sustainability Efforts:

1. **Carbon Footprint Reduction:** Over the past year, we have implemented energy-efficient technologies across our European operations, reducing our carbon emissions. We continue to invest in greener transportation alternatives and digitalization to streamline operations.
2. **Sustainable Supply Chain Practices:** Our efforts to work closely with partners and suppliers have helped us promote environmentally responsible sourcing and ethical business practices, ensuring that sustainability is integrated across our entire supply chain.
3. **Employee Engagement and Wellbeing:** A key component of our sustainability journey involves our people. We have launched several initiatives that encourage employee wellbeing, foster diversity and inclusion, and promote a safe and productive workplace.
4. **Community and Social Responsibility:** In partnership with local organizations, we are proud to have contributed to community initiatives that support environmental education and social impact projects. Our teams have actively participated in reforestation programs, circular economy efforts, and charity collaborations across our European hubs.

While we are proud of the progress made, we recognize that sustainability is a continuous journey. We remain committed to identifying new opportunities, setting ambitious goals, and being transparent with our progress. In the coming year, we will further our focus on innovation, renewable energy sources, and partnerships that align with the United Nations Sustainable Development Goals (SDGs).

I want to express our deepest gratitude for your trust, support, and collaboration. The progress we have made would not have been possible without the collective efforts of our clients, partners, and employees. We invite you to review the full report, which provides an in-depth look at our sustainability performance and outlines our future objectives.

If you have any questions or would like to engage further on any aspects of the report, please do not hesitate to reach out.

Thank you for being a valued part of our journey.

Sincerely,



Brian Posthumus
CEO and Executive Chairman

Methodological Note

The following document (hereinafter “Report” and “Document”) is part of UTC Overseas, Inc. (hereinafter “UTC Overseas” and “Company”) gradual approach to sustainability reporting aiming to the progressive extension of the reporting scope to the entire Group perimeter.

This 2023 Sustainability Report includes the data relating to UTC Overseas European branches (hereinafter “UTC Europe” and “Group”): UTC Overseas GmbH (hereinafter “UTC Germany”), UTC Overseas Ltd (hereinafter “UTC Hungary”), UTC Mediterranean SRLU (hereinafter “UTC Italy”), UTC Overseas Oy (hereinafter “UTC Finland”) and UTC Overseas SARL (hereinafter “UTC France”).

UTC France is considered only for Social Responsibility and Governance data, and it’s excluded from environmental data due to its office location within an airport, which makes it impossible to collect environmental data for the individual office. The same applies to UTC Finland, which is excluded from environmental data.

This Document constitutes the first annual Sustainability Report drawn up on a voluntary basis by UTC Europe, including data and information as for the period between 1st January and 31st December 2023 and describing the organization’s activities, policies, controls, and performance on sustainability aspects.

Through its first Sustainability Report, UTC Europe aims to demonstrate its commitment to sustainability, providing accurate and transparent disclosure on how the organization contributes to sustainable development.

The Report was prepared with reference to the “Global Reporting Initiative Sustainability Reporting Standards” defined by the Global Reporting Initiative (GRI) in line with the GRI-referenced application level, as indicated in the “GRI content index” table. Moreover, the Sustainability Report includes additional specific KPIs developed by the working group. For a correct representation of the Group’s performance and to ensure reliability of the data, the use of estimates has been limited as far as possible.

The structure of the contents and the information included in the Report were decided based on the materiality analysis, through which the Group identified the material aspects that represent its most significant impacts on the economy, environment and people, also in reference to the protection of human rights. The material aspects were also subjected to stakeholder assessment, as required in the GRI Standard guidelines. The results of the materiality analysis are described within the paragraph “2.3 Materiality analysis”.

For the next few years, UTC Europe aims to expand the number of subjects involved and further diversify the methods of involving Stakeholders. The process of involving Stakeholders, and the related activities carried out, are also specified in paragraph “2.2 UTC Stakeholders”.

In the Appendix of the Report, the “Global Reporting Initiative Content Index” can be consulted, where the GRI indicators associated to each material topic are listed.

The Sustainability Report is published on the website of UTC Overseas. For further information on UTC Europe’s Sustainability Report, please contact the following email address: sustainability@utcseas.com.

Section 1

UTC Overseas



1 - UTC Overseas

1.1 Company Overview

UTC Overseas is a well-established international freight forwarding and cargo logistics Company, offering a comprehensive range of door-to-door services tailored to meet each customer's specific needs. Founded in 1925, UTC Overseas has established itself as a respected name in the maritime industry, demonstrating nearly a century of expertise and commitment to excellence.

From its inception, UTC Overseas has expanded its global reach significantly. Today, the Company operates a strategically positioned network of 45 offices across 24 countries on six continents. This extensive presence is bolstered by hundreds of vetted agents worldwide, ensuring that UTC Overseas can deliver seamless logistics solutions across the globe.

The strength of UTC Overseas lies in its people. The Company employs over 400 professionals, many of whom bring more than 15 years of industry experience to the table. This wealth of knowledge enables the Group to offer a wide range of services, including multi-modal transport and customs brokerage. Moreover, a key aspect of UTC Overseas' success consists in its commitment to quality, which is reflected in the certification related to the ISO 9001. This certification underscores UTC Overseas' dedication to maintaining consistency and excellence in day-to-day operations.

400+
Professionals

90+
Years of
Experience

45
Global
Offices

UTC Germany

UTC Overseas GmbH was founded the 10th of September 2007 in Bremen, where the office is currently located. In addition to the Bremen office, UTC also has a branch in Frankfurt, dedicated to airfreight.

UTC Hungary

UTC Overseas Ltd. has been incorporated on the 20th of July 2009 in Budapest, where the office is currently located.

UTC Italy

UTC Mediterranean, founded in 2011, has an office in Genoa.

UTC Finland

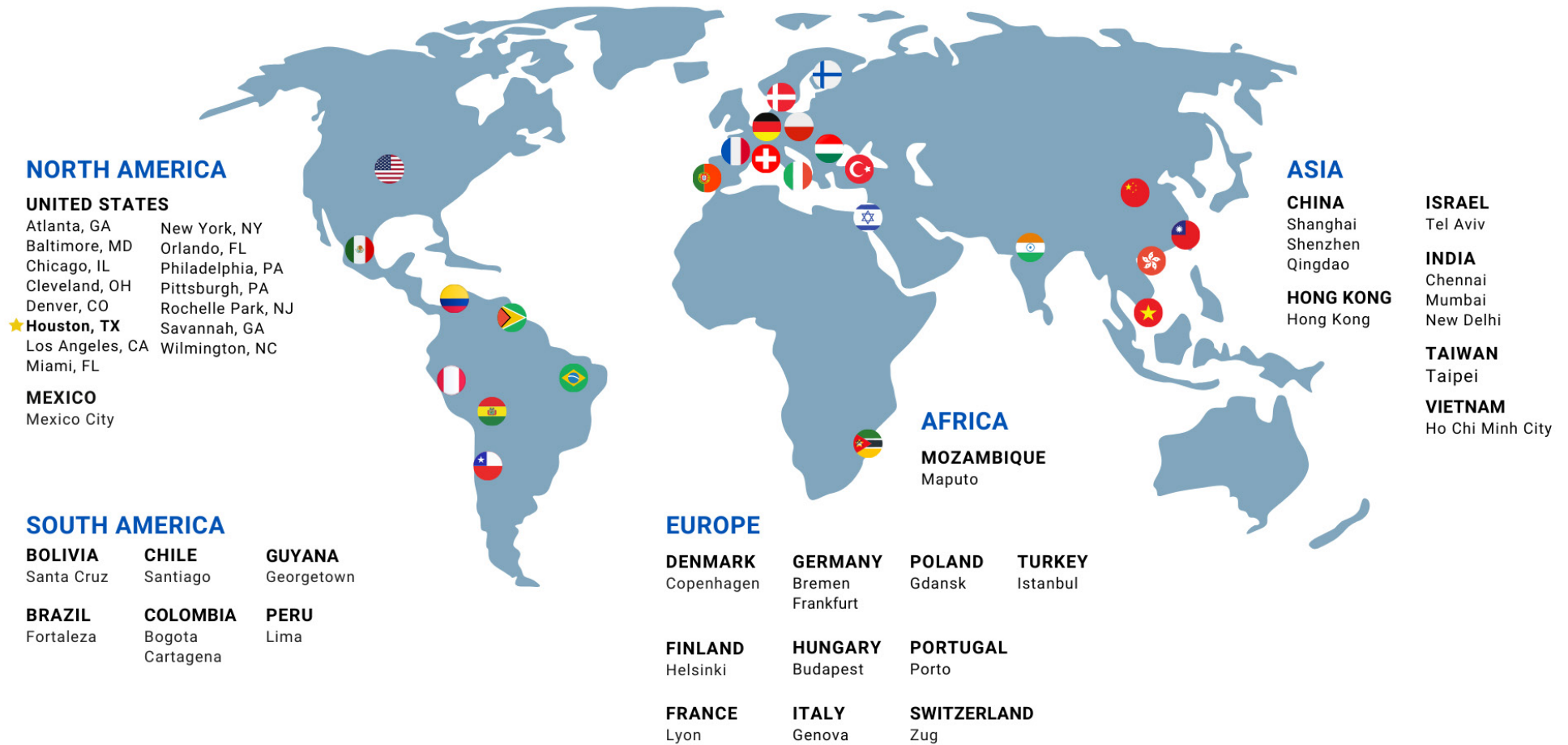
UTC Finland was founded the 8th of December 2006 in Helsinki, where the office is currently located.

UTC France

UTC France, founded in Lyon the 5th of August 2010, has its office at the Airport Lyon Saint Exupéry.

1.2 Presence Around the World

UTC Overseas' global network consists of highly skilled industry professionals focused on personalized service. Combining technical expertise with cost-effective solutions ensures safe transport, from the smallest item to the most complex project.



Offices on 5 Continents | 45+ Wholly-Owned Worldwide Offices | 400+ Experienced Global Professionals

1.3 Industries and Services

1.3.1 Our Services

Multimodal logistics – Air, Road, Rail, Ocean

UTC Overseas offers comprehensive logistics solutions across air, road, rail and ocean transportation modes, to provide efficient, flexible, and reliable services tailored to meet the diverse needs of clients.

The Company's Air freight Team delivers precise, efficient, and cost-effective individually tailored door-to-door solutions. This group offers a wide range including urgent charter flights and regular airfreight (scheduled service) to remote destinations, transport of all sizes from small parcels to heavy over dimensional pieces.

UTC Overseas Rail Service department is staffed by skilled professionals with experience in railcar engineering and design, loading and securement systems, and rail operations, including equipment leasing and rate negotiations, route planning carload weight balances and clearances.

Project Logistics

The UTC Overseas Projects Team stands at the forefront of global transportation logistics, offering unmatched resources and expertise to move any item, anywhere in the world, regardless of size, weight, or complexity. The Company provides end-to-end transportation logistics from the source to the final foundation for a variety of industries, including:



Power Generation



LNG, Oil, and Gas



Mining Industry



Manufacturing
Plants



Industrial and Infrastructure
Construction



Pipeline Projects

From points of origin to final destinations, UTC Overseas can handle everything from individual project components to the coordination and sequencing of deliveries for entire manufacturing and processing facilities, as well as expansion projects.

General Cargo

General cargo refers to a broad category of goods that are typically transported in packaged form rather than in bulk or specialized containers. General cargo is versatile and can be transported using various modes of transportation, including ships, airplanes, trucks, and trains.

In addition to these services, the Company offers 3PL (Third-Party Logistics) and 4PL (Fourth-Party Logistics) solutions, leveraging extensive experience to manage the entire supply chain for their clients.

Cross Trades

UTC Overseas can manage the movements of all clients' cargo to and from third-party countries. These cross-trades allow the Company to act as a single point of contact for every move, offering security and peace-of-mind that the entire transport solution is being handled professionally.

Customs Brokerage




UTC Overseas' Licensed Customs Brokers and staff are dedicated to assisting clients as they navigate through Europe Customs regulatory requirements, minimizing delays and maximizing compliance within the supply chain. The Company is well prepared to tailor their services to the client's needs, as the Group understands that each client is unique.

International customs planning is of global importance, and it necessitates strategic timing to preemptively address potential issues.

Value Added Services

1. Consulting

UTC Overseas' experts work with clients throughout the supply chain to address challenges facing the transportation industry.

 <p>Risk Management</p>	 <p>Feasibility Studies</p>	 <p>Technical Appraisals</p>
<p>Identifying and analyzing risks to the shipment, evaluating impact, and providing innovative solutions to minimize delays each step of the way.</p>	<p>UTC Overseas dedicated team uses the state-of-the-art technology, conducting desktop and physical reviews to evaluate each cargo's route.</p>	<p>Leveraging in-depth expertise of project machinery to advise on project size and scope, equipment design, and customs solutions.</p>

2. In-House Engineering

Moving very large and heavy objects across oceans and continents requires specialized skills, particularly in detailed engineering planning, to ensure safe and cost-effective service. With UTC Overseas Project Cargo, early consultation with skilled experts helps customers avoid costly surprises and reduce overall project transport costs.

Engineering Expertise

Rail Engineering	Ocean/Brown Water	Air	Road
<p>UTC Overseas' rail experts, with backgrounds in designing rail cars for heavy-load shipments, ensures the correct equipment is chosen and specifies tie-down designs for load safety.</p>	<p>UTC Overseas maritime experts ensure appropriate vessel selection and cost-effective transport, avoiding bottlenecks. This includes expertise in brown-water transport and custom-built shoreline berths for heavy units.</p>	<p>For heavy-lift air shipments, UTC Overseas designs custom skids and shackling for cargo integrity.</p>	<p>Specializing in moving heavy power generation and distribution systems, UTC Overseas uses heavy lift trailers, girder bridge trailers, and self-propelled mobile transporters for overland transport. Engineering studies ensure roadways can support the weight, with solutions like steel plates to span bridges.</p>

3. Global Chartering

UTC Overseas is prepared to offer the most efficient vessels for every cargo transport need. The air freight team delivers customized air cargo charters with critical expertise, backed by strong airline partnerships and a proven track record. Similarly, the ocean chartering services ensure reliable and competent handling of every cargo.

4. Cargo Insurance

UTC Overseas offers comprehensive marine and air cargo insurance solutions, ensuring quality coverage at competitive rates. The Company specializes in tailoring insurance policies to meet specific needs, whether for new, used, or high-value goods. Coverage extends to goods exported, imported, or sold domestically, with flexible terms and conditions designed to suit all requirements.

5. Hazardous Materials Specialists

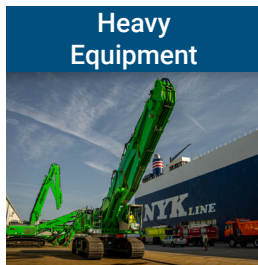
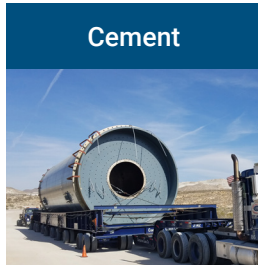
Transporting hazardous materials requires expertise, and UTC Overseas' certified Hazmat specialists are equipped to handle such shipments worldwide. With experts in every branch, the Company ensures compliance with regulations for shipping explosives, flammable, poisonous, radioactive, or infectious materials, avoiding costly penalties. They classify, segregate, and prepare hazardous materials for ocean, air, or overland transport, ensuring proper labeling, packaging, and documentation. UTC Overseas' project managers oversee every step, ensuring the safe and timely arrival of hazardous material shipments at their final destinations.

6. Warehousing and Distribution

Outsourcing Third Party Logistics to UTC Overseas is a strategic choice for efficient and cost-effective international logistics. The Company offers experienced professionals, customized solutions, and flexible services to enhance the supply chain, increase on-time performance, and achieve economies of scale. Their offerings include warehousing and distribution, packing and crating services with attention to safety and regulations, and integrated on-demand transportation solutions.

1.3.2 Specific Industry Services

UTC Overseas is dedicated to serving a diverse range of industries with tailored logistics solutions that meet their unique needs.



1.4 UTC Values

UTC Overseas' mission is to anticipate the customers' needs, offer exceptional value, and operate efficiently to deliver a reliable experience. Combining technical expertise with cost-effective solutions ensures safe transport, from the smallest item to the most complex project.



Section 2

UTC Europe Sustainability Strategy



2 - UTC Europe Sustainability Strategy

2.1 Our Path to Sustainability

In 2023, UTC Europe began a comprehensive Sustainability journey to integrate sustainability themes within the Group, emphasizing the importance of ESG (Environmental, Social, and Governance) objectives. The Group aims to surpass regulatory requirements, making sustainability a core aspect of its operations.

UTC Europe, places customer satisfaction at the forefront, committing to high-quality service across all sectors. It prioritizes environmental preservation through strict compliance with laws, focusing on protecting natural resources and preventing pollution. The Group values its employees workers, emphasizing their health and safety by aiming to eliminate workplace hazards and risks. Recognized for its proactive stance on environmental and worker employee protection, UTC Europe continuously develops strategies and programs to ensure regulatory compliance and enhance service quality through staff training. To support this commitment, the group has implemented an Integrated Management System aligned with international standards, ensuring confidence in contractual aspects, and avoiding non-compliance.

Stakeholder

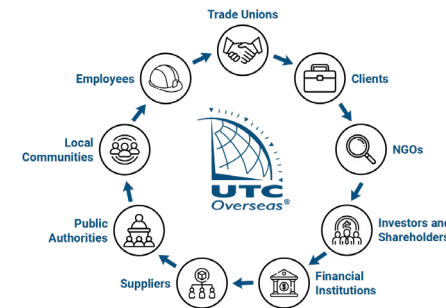
According to the GRI Standards, Stakeholders are individuals or groups, both internal and external, who have interests and expectations that the Group activities have or could have an impact on.

2.2 European Stakeholder

Our commitment to stakeholder engagement is crucial for defining the contents of the Sustainability Report, which aims to illustrate the main dynamics concerning Environmental, Social, and Governance (ESG) issues and their impacts throughout the year.

To identify the Group's stakeholders, UTC Europe conducted a benchmarking analysis. This process involved a thorough examination of the main operators in the freight and logistics industry, . The preliminary findings from this analysis were then discussed and integrated by UTC Europe's Top Management, ensuring that the identified Stakeholder categories were aligned with the actual subjects that interact with the Group.

UTC Europe's approach to Stakeholder engagement is characterized by its continuous, constant, and transparent dialogue with all Stakeholders. This dialogue is aimed at understanding the expectations and needs of all individuals and entities that interact with the Group. By doing so, UTC Europe can implement activities that foster mutual improvement and create lasting value and enhance its strategic planning and sustainability initiatives. The analysis led to the identification of 9 relevant Stakeholder categories:



This phase, together with the identification of the expectations and interests of each individual category of Stakeholder, represents one of the indispensable moments for best defining the contents of this Sustainability Report, in order to be able to illustrate the main initiatives carried out in the ESG area during the year. The main UTC Europe's Stakeholder categories have been actively involved in the impact assessment and prioritization as furthered in the following paragraph.

2.3 Materiality Analysis

The sustainability report of UTC Europe has been developed based on a materiality analysis conducted in accordance with the methodology set forth by the Global Reporting Standards (GRI Standards 2021). This analysis serves as the foundation for creating a Sustainability Report that is as transparent, clear, and as effective as possible.

Through the principle of materiality, UTC Europe has identified the aspects that reflect the most significant economic, environmental, and social aspects, including those on human rights. These aspects are essential for identifying and managing the Group's strategy on issues relevant to both the business and its Stakeholders.

To identify material topics, in this case the Group conducted a benchmark analysis. Specifically, during this phase, a benchmarking activity was carried out analyzing the main companies operating in the same sector, aiming to identify the ESG macro-trends of peers and competitors. During this analysis, besides identifying the main sustainability trends in the sector, where possible, UTC Europe examined available sustainability or non-financial reporting, focusing on the reporting frameworks used and the material topic reported.

This initial phase of the process led to the identification of a set of potentially relevant themes for the Group. Subsequently, the identified themes were examined to determine the most significant current and potential, positive, and negative impacts in terms of sustainability.

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Negative

In the case of an actual negative impact, relevance depends on the severity of the impact itself, while for a potential negative impact, it depends on both the severity and the probability of the impact.

+

Positive

In the case of an actual positive impact, the relevance depends on the scale and extent of it, whereas for a potential positive impact, it depends both on the scale and extent, and on the likelihood of the impact itself.

Once the relevant impacts were identified, UTC Europe involved the main Stakeholders such as Top Management, main suppliers and clients, banks etc. in an online survey. The aim was to evaluate the significance of the themes and their respective impacts.

List of Material Topics

During this phase, each participant voted on the impacts associated with each material theme using a scale from 1 (not relevant) to 5 (extremely relevant). By voting on the impacts according to the described methodology, it was possible to determine the prioritization of material themes for UTC Europe and its Stakeholders. These themes represent the focal points of the Group's actions and provide some of the key inputs necessary to identify and evaluate its impacts on the economy, the environment, and people.

- | | | | |
|----------|---|-----------|--|
| 1 | Energy efficiency and climate change | 7 | Human rights |
| 2 | Circular economy and responsible resources management | 8 | Local communities |
| 3 | Occupational Health and Safety | 9 | Sustainable Governance and Business Ethics |
| 4 | Training and employee development | 10 | Economic performance |
| 5 | Employee wellbeing and equal opportunities | 11 | Responsible supply chain |
| 6 | Customer satisfaction | | |

2.3.1 Impacts Generated

The impacts voted on during the surveys refer to the effects that the Group has or could have at an economic, environmental, and social level, including those on human rights as a result of its activities or business relationships. The impacts have been classified as actual or potential, negative, or positive, and represent the positive or negative contribution of UTC Europe to sustainable development.

Impacts

According to the GRI Standards, impacts represent the effects that an organization's activities have on the economy, the environment, and society.

2.3.1 Impacts Generated - Environmental Responsibility

Macro Area	Topic Materiality	Impact	Description	Impact's Nature	Actual/Potential
Environmental Responsibility	Energy efficiency and climate change	Energy Consumption	Consumption of energy from renewable and non-renewable sources, resulting in negative environmental impacts.	Negative	Actual
		Generation of direct and indirect GHG emissions (Scope 1 and 2)	Contribution to climate change through direct and indirect greenhouse gas emissions linked to activities carried out in the Group's locations and sites.	Negative	Actual
	Circular economy and responsible resource management	Water resource exploitation	Contribution to exploitation of the water resource with negative environmental consequences.	Negative	Potential
		Waste generation	Environmental impacts related to the production of hazardous and non-hazardous waste and their inadequate disposal.	Negative	Potential



2.3.1 Impacts Generated - Social Responsibility

Macro Area	Topic Materiality	Impact	Description	Impact's Nature	Actual/Potential
Social Responsibility	Health and Safety at workplace	Work-related injuries and occupational illnesses	Potential workplace injuries or other incidents and the onset of occupational illnesses, resulting in negative consequences for the health of direct employees or external collaborators.	Negative	Potential
		Safe working environment	Protecting and promoting employee safety through the creation of a safe working environment and the spread of responsible behaviors.	Negative	Potential
	Training and employee development	Failure to meet personnel growth expectations	Failure to meet expectations for staff growth and wellbeing, resulting in a negative impact on their satisfaction.	Negative	Potential
		Development and enhancement of workers' skills through training activities	Improvement of workers' skills through training and professional development activities, both general and technical programs, also linked to growth objectives and personalized evaluation (e.g., career development plans).	Positive	Actual
	Employee wellbeing and equal opportunities	Employees satisfaction and well-being	Promoting employee well-being through the implementation of dedicated activities, welfare programs and benefits within a healthy and stimulating work environment.	Positive	Actual
		Creation of an inclusive work environment	Creating a corporate culture that promotes values of inclusion and equal opportunities and a workplace that respects and protects diversity through activities and initiatives that counteract discrimination.	Positive	Actual
		Episodes of discrimination in the workplace	Potential incidents of discrimination or other non-inclusive practices with negative impacts on employee satisfaction and motivation.	Negative	Potential
	Local communities	Creation of jobs	Contribution to job creation in the local community through hiring strategies, with positive impacts on local economies.	Positive	Actual
		Economic support for local community associations	Supporting local development through contributions and donations to associations in the area where the Organization operates.	Positive	Actual
	Human rights	Protection of human rights	Sharing a culture of human rights protection along the entire value chain and improving the social performance of both customers and suppliers.	Positive	Actual
		Human rights violations	Potential violation of human rights along the value chain and within the Group, such as the right to freedom of association and collective bargaining, child labor, forced or compulsory labor.	Negative	Potential
	Customer satisfaction	Customer satisfaction and meeting their expectations	Ensuring customer satisfaction in terms of service quality provided, including adherence to timelines in delivery or supply.	Positive	Actual

2.3.1 Impacts Generated - Sustainable Business and Governance

Macro Area	Topic Materiality	Impact	Description	Impact's Nature	Actual/Potential
Sustainable Business and Governance	Sustainable governance and ethics	Business ethics and sustainability culture	Awareness and promotion of a culture of ethics and transparency that promotes fair competition through the education of the employees.	Positive	Actual
		Anti-competitive behavior and episodes of corruption	Potential episodes of anti-competitive behavior, monopolistic practices, or corruption, with negative impacts on the Group reputation, economy and markets.	Negative	Potential
		Non-compliance with laws, regulations, standards	Potential episodes of non-compliance with applicable laws, regulations, internal and external standards, with indirect economic impacts on Stakeholders.	Negative	Potential
	Economic performance	Generation and distribution of economic value	Positive direct and indirect economic impacts generated by the organization through its business activities for workers, local communities, and other Stakeholders.	Positive	Actual
		Erosion of value and failure to redistribute to Stakeholders	Potential erosion of the economic value due to negative Group performance, with consequences on the Stakeholder's satisfaction caused by the failure to redistribute economic value.	Negative	Potential
	Responsible supply chain	Sustainable supply chain	Contribution to the creation of a sustainable supply chain through ESG assessments of the suppliers.	Positive	Potential
		Economic, Social, and Environmental impacts along the supply chain	Potential negative impacts related to the procurement of goods and services from suppliers, particularly concerning the impacts they generate on environmental, social, and economic aspects.	Negative	Potential

Section 3

Governance

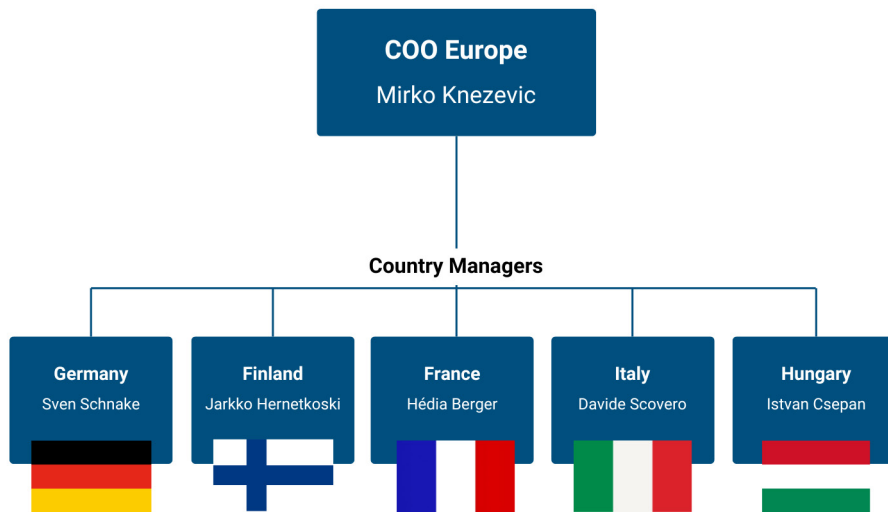


3 - Governance

UTC Europe pays the utmost attention to the need to ensure conditions of correctness and transparency in the conduct of corporate activities, to protect its image and reputation, acting in response to the expectations of its Stakeholders.

UTC Europe is committed to enhancing the work of its employees and is also aware of the importance of preventing the commission of unlawful behavior by its directors, employees, and collaborators subject to management or supervision by the Companies.

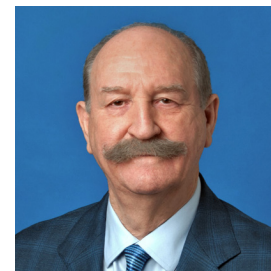
Management Structure Europe



3.1 UTC Overseas Executive Management Team

Expertise, professionalism, and quality of service are key values for the foundation of UTC Overseas' corporate governance, the structure aims at supporting the organization towards the attainment of its business objectives, while also satisfying its key Stakeholders' needs.

The governance structure of UTC Overseas is equipped with a traditional administration system. The Executive Management team is made of 6 members, all belonging to the age group over 50 years old:



Brian Posthumus
Executive Chairman & CEO



Edward Vaz
Chief Financial Officer



Hans Meyer
Chief Operating Officer - Heavy Equipment & Specialized Cargo



Mirko Knezevic
Chief Operating Officer - Global Projects



Marco Poisler
Chief Operating Officer - Global Energy & Capital Projects



Rudy Stuedel
Chief Business Development Officer

3.2 UTC Overseas Approach to Business Ethics and Compliance

Ethical business practices are at the core of UTC Overseas operations. The Company is committed to creating a corporate culture with which all employees identify, through the recognition of corporate values such as honesty, integrity, and fairness.

UTC Overseas is committed to upholding the highest standards of ethical conduct, from the boardroom to the job site. This dedication to ethical standards is included in its Compliance Manual, which covers all the policies of the organization, establishing professional standards that are integral to the business practice.

All officers, employees and agents of UTC Overseas are expected to adhere to the highest ethical business practices, laws and regulations, including the Foreign Corrupt Practices Act (FCPA), UK Bribery Act, and the OECD Convention.

Ethical Principles

UTC Overseas has established a set of ethical principles and core values that guide its interactions with employees, customers, agents, vendors, and other Stakeholders. These values emphasize trust, respect, and integrity, which are seen as foundational to the company's success.

Foreign Corrupt Practices Act (FCPA)	OECD Convention	UK Bribery Act
<p>The FCPA is a U.S. law aimed at combating international corruption in business operations.</p> <p>Key objectives of the law include preventing corruption, promoting ethical business practices, and sanctioning illegal behavior.</p>	<p>The OECD represents a collective effort by member countries to combat bribery in international business transactions, particularly focusing on the bribery of foreign public officials.</p> <p>Key objectives of the Convention are preventing international bribery, promoting fair competition and encouraging global cooperation.</p>	<p>The UK Bribery Act 2010 is a comprehensive anti-bribery legislation enacted by the United Kingdom, designed to combat bribery in all forms, to promote ethical business conduct and to enhance legal frameworks.</p> <p>The Government believes that commercial organizations should design their procedures based on six key principles: proportionate procedures, top-level commitment, risk assessment, due diligence, communication (including training), monitoring and review.</p>

Ethics Compliance Policy

To ensure that all transactions handled by the Group are transacted consistent with the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act 2010, and all export and import policies and regulations, UTC Overseas has adopted the Overseas Ethics Compliance Policy. It is UTC Overseas's expectation that each staff member, employee, affiliated company, and agent understands the standards described in the Policy and the importance of having a synergistic system to manage the overall compliance responsibilities.

Below are the main principles contained in the Policy:

<p>Work within the requirements of the U.S. Foreign Corrupt Practices Act, which prohibits actions as a payment, offer, authorization, or promise to pay money or anything of value to a foreign government official, or to any other person, knowing that the payment or promise will be passed on to a foreign official or to an individual within a public or private Company with a corrupt motive.</p>	<p>Stay within the laws, rules and regulations of the countries, states, or other jurisdictions in which the Group operates.</p>	<p>Act against discrimination or harassment of any kind.</p>
<p>Consider legal and moral rights of others during all business transactions.</p>	<p>Maintain a safe and healthy working environment.</p>	<p>Avoid to knowingly make misrepresentations.</p>
<p>Avoid giving or receiving bribes for any client or other person and have the branch manager clear any other entertainment or gifts before they are offered to a client or other person.</p>	<p>Avoid and, in all cases, report all conflicts of interest, including possible conflicts with relatives or friends.</p>	<p>Create a business culture that encourages employees to report any suspected wrongdoings in business dealings.</p>

Corporate Compliance Whistleblower Policy

UTC Overseas is committed to the highest standards of corporate ethics and legal compliance. This Policy establishes a system to provide all UTC Overseas employees a means to report concerns about the Company's financial reporting or suspected violation of its policies and procedures, or national, state, or local laws and regulations.

Directors, managers, supervisors, employees, and anyone contractually working for UTC Overseas has an ethical responsibility to report any violations or possible violations of UTC Overseas policies and procedures.

Training Programs

UTC Overseas has implemented a comprehensive suite of training programs to ensure that all employees, contractors, and interns are truly knowledgeable in governance, ethics, and compliance policies. The main programs are described ahead:

Ethical Principles

The types of matters that may be reported anywhere at UTC Overseas are:

- Improper or unauthorized expenditure of UTC Overseas funds;
- Improper or unauthorized use of UTC Overseas property;
- Any action to fraudulently influence, coerce, manipulate, or mislead any independent public or certified accountant engaged in the performance of an audit of the financial statements of UTC Overseas for the purpose of rendering such financial statements materially misleading;
- Destroying or tampering with any record, document or tangible object with the intent to obstruct a pending or contemplated audit, review or federal investigation;
- Fraud or deliberate error in the recording and maintaining of financial records of UTC Overseas;
- Deviation from full and fair reporting of UTC Overseas' financial condition, results of operations or cash flows; or
- Lack of compliance with UTC Overseas' system of internal accounting controls.

Training Programs

1

UTC Overseas Export Management and Ethics Compliance Program (EMECP)

The EMECP program ensures that all export transactions, including exports, deemed exports, re-exports, and transshipments, comply with the U.S. Foreign Corrupt Practices Act (FCPA), Export Administration Regulations (EAR), and Foreign Trade Regulations. Employees are expected to understand these standards and the importance of a synergistic compliance system. Training is tailored to specific job functions within the export department and covers export compliance, bills of lading, export documents, AES records, EEI filings, export control, BIS licenses and exceptions, and export responsibilities.

2

Foreign Corrupt Practices & UK Bribery Act

The topics covered include:

- Purpose, scope, and coverage of the statute;
- Prohibited recipients and payments;
- Intent and the "knowing" standard;
- Due diligence and recognizing red flags and defenses
- The books and records provisions; and
- Penalties and sanctions

3

Fraud Awareness and Detection

This program is intended not only to instill in employees a sense of responsibility to comply with the law and report misconduct, but also to make employees aware of what fraud is so that it can be detected and reported.

4

Health, Safety, & Environmental Best Practices (HSE)

The HSE program provides comprehensive training and materials to ensure a safe and healthful work environment for all employees and anyone affected by the Company's operations. The program addresses industry and site-specific criteria related to potential hazards, accident and incident data, and federal training requirements. Training sessions cover topics such as workplace hazards, job-specific hazards, emergency procedures, personal protective equipment, hazard communication, equipment operation, employee reporting requirements, accident investigation, hazardous materials training, and other federally mandated training.

5

Preventing Harassment in the Workplace - Employees

In this course employees are trained to prevent workplace discrimination and harassment.

3.3 Management Systems

ISO 9001 is a globally recognized standard for quality management. The acronym identifies a series of rules and guidelines developed by the international standards organization (ISO), which define the requirements for the implementation of a quality management system.

UTC Overseas is committed to providing transportation services that meet all customer requirements and specifications with on-time delivery and proper documentation. The main goal is to achieve customer satisfaction in compliance with statutory and regulatory requirements.

The main three UTC European Companies, UTC Germany, Hungary and Italy, monitor and guarantee the quality of their services through the Certification in System of Quality Management UNI EN ISO 9001. The Companies have decided to adopt this System to achieve the highest level of client satisfaction, by increasing the service value and improving the Companies' performance by guaranteeing the maximum transparency, constant revision of the normative framework and periodic check with the auditors.

The acronym ISO 14001 identifies an environmental management standard which sets out the requirements for an "environmental management system" of any organization.

ISO 45001 has a main goal of reducing occupational injuries and diseases, including promoting and protecting physical and mental health.

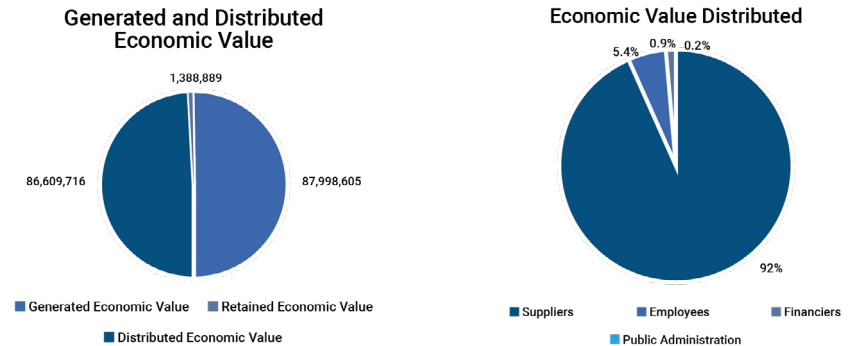
UTC Italy

UTC Italy is equipped with a System of Integrated Quality and Environmental Management (IQEM), according to standards ISO 9001, ISO 14001, and ISO 45001. IQEM is a management approach that ensures quality in developing and utilizing natural resources while also considering political, economic, social, and governance factors. Quality management systems, such as ISO 9001, are put in place to attain high-quality products and procedures. IQEM also encompasses environmental management under ISO 14001 and promotes an inclusive approach that considers the environment's human and nonhuman components.

3.4 Economic Performance

UTC Europe considers the issue of correct and transparent bookkeeping, relevant to its Stakeholders. Based on this data, the Group has decided to measure the economic value generated and distributed¹, according to the reclassification of the profit and loss account, monitoring the financial soundness of the Group and the distribution of the value generated to the main Stakeholders and/or reinvested in order to foster business growth. For this reason, the Group is committed to providing a clear and precise assessment of its economic value.

During 2023 the economic value generated by UTC Europe amounts to **87,988,605** Euros, of which almost all (98%) has been distributed to Stakeholders and 2% has been retained.



With reference to the distributed value, approximately 92% was used to cover Suppliers costs, while 5.4% was distributed to Employees. The residual 0.9% and 0.2% was distributed to Public Administrations and Financiers, respectively.

UTC Europe is committed to enhancing and maintaining long-term economic and financial sustainability through organizational development and strengthening its market position.

¹The value generated and distributed represents the difference between revenues and costs incurred for:
 - the purchase of goods and services – payments to suppliers – represented by operating costs and other expenses.
 - human capital – compensation for employees.
 - taxes and duties – payments to the Public Administration.
 - interest rates – payments to financiers – represented by financial charges.

3.5 Supply Chain Management

As part of a global group, UTC Europe adheres to the highest ethical business practices, laws and regulations and also expects its suppliers to comply with the same ethical, social and environmental values set by UTC Overseas.

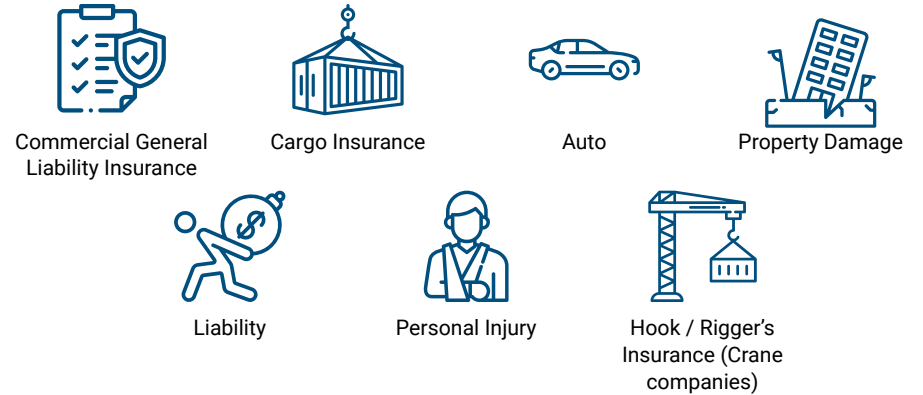
UTC Overseas has formulated and implemented policies and procedures for the safe and efficient movement of freight, shared by all branches. These policies and procedures must be followed by all collaborators to ensure the safety of all equipment, freight and personnel. Thus, to join the list of approved service providers, all sub-contractors must sign and agree to the terms contained in the Safety Handbook. This document contains safety procedures regarding personnel, management of spilled materials, environmental protection, and vehicle compliance laws.

As stated in the Safety Handbook, UTC Overseas is fully committed to environmental protection and expects all sub-contractors to abide by the following recommendations:

- 1 Conform with or exceed applicable legislation, regulations and industry standards.
- 2 Recognize environmental management as among the highest corporate priorities.
- 3 Educate, train and motivate employees to conduct their activities in an environmentally responsible manner.
- 4 Develop, implement and maintain effective emergency response procedures to minimize the consequences of emergency events.
- 5 Conduct environmental compliance reviews at selected locations, at regular intervals.

Furthermore, all subcontractors must obtain a safety certification before providing services to UTC Overseas. All carriers with preferred status must provide regular safety measurement statistics and are subject to onsite safety audits. Responsibility for safety must be accepted by everyone who has a part in the affairs of UTC Overseas.

The following insurance policies are required for all sub-contractors:



To guarantee high quality and safety to all customers, UTC Overseas requires several shipment criteria, as device quality regulations, including extra tarpaulin for OOG Cargo, limitation on the maximum age of vessel set at 15 years, secured area restrictions when parking with UTC Overseas cargo, and minimum criteria of Euro 5-6 engine expectations for road shipments.

Because of its activity, UTC Europe's main operation suppliers are direct shipper partners like haulers, truckers, carriers, airlines, railway companies and operators with their own fleet and/or containers. Moreover, the Group co-operates with freight forwarders, warehouses and customs brokers, terminals, ports, and HUBs.

UTC Hungary

Freight forwarders outside Hungary are chosen as a main rule from WCA, GLA, X2 Project and NSRN Networks, where UTC Hungary has an active membership. These networks provide more reliable partners with Payment Protection.

All suppliers collaborating with UTC Europe shall adhere to business ethics principles and pass rigorous controls. Thus, local suppliers must have clear financial and tax reports. Controls are made through each branch's local D&B database to check all the suppliers before ordering services and before payment via bank transfer to avoid VAT and other tax issues. Checking and verifying are part of the Local UTC Finance Department's daily tasks and routines.

The Group aims to create long term collaborations with its suppliers, both local and international, based on trust and quality. Collaboration with local² suppliers has also the aim to create value in the communities where UTC operates.

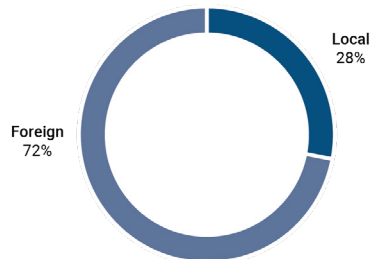
UTC Germany collaborates mainly with national suppliers (60.7%) while for the 39.3% with foreign suppliers mainly from Japan, Norway, Belgium, and Sweden.

Proportion of Expenditure to Local/Non-local Suppliers (Germany)



UTC Hungary³ has its direct suppliers mainly in the UK, The Netherlands, Finland, Czech Republic, and Poland, thus the proportion of expenditure is higher towards foreign suppliers (72.3%) than for local ones (27.7%).

Proportion of Expenditure to Local/Non-local Suppliers (Hungary)



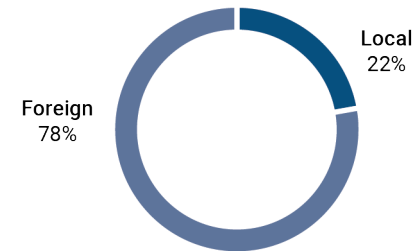
UTC Italy in 2023 has a total expenditure towards suppliers equally divided between local and non-local suppliers, 49.9% and 50.1% respectively.

Proportion of Expenditure to Local/Non-local Suppliers (Italy)



UTC Finland mainly bases its collaborations with foreign suppliers (78%) from Germany, China, the USA, and Poland. While the expenditure towards Finnish suppliers amounts to 22%.

Proportion of Expenditure to Local/Non-local Suppliers (Finland)



UTC France bases its suppliers' collaborations abroad at 68.3%, while French suppliers are at 31.7%.

Proportion of Expenditure to Local/Non-local Suppliers (France)



²The geographical definition of "local supplier" is national, thus all suppliers based in the same country of UTC Europe's Offices.

³The data considered is only for 9 months due to ERP system migration, made from the 1st April 2023.

Section 4

Environmental Responsibility



4 - Environmental Responsibility

In addition to its commitment to ethical business practices, UTC Europe is also dedicated to operating in a sustainable way. To reduce its environmental impacts, the Group continually expands its efforts to be a sustainable organization through a variety of initiatives. This includes measuring and reducing its carbon footprint and implementing company-wide programs to lower energy use and environmental impact. UTC Europe strives to be a good environmental steward and a responsible, community-friendly business by consistently seeking opportunities to improve operational efficiency.

UTC Europe carries out its activities by respecting the balance between the environmental and economic needs with the realities where it operates, complying with all applicable laws and regulations and, where laws and regulations do not exist, adhering to responsibly identified standards. UTC Europe is dedicated to continuously enhancing its environmental protection performance across all activities, including through external communication, and sharing experiences to contribute to better outcomes. Following a careful analysis of its processes, UTC Europe has identified four areas of environmental impact: waste management, water consumption, energy consumption and emissions into the atmosphere.

In recent years, UTC Europe has demonstrated a concrete commitment to reducing the environmental impacts generated through a proactive attitude, which is not limited to mere compliance with regulatory obligations, but is aimed at making environmental needs an integral part of corporate strategic choices through the creation of a culture of sustainability at all levels of the Group.

ISO 14001

UTC Italy has implemented ISO 14001 in order to enhance environmental performance and demonstrate a commitment to sustainability. The standard is designed to help businesses minimize their environmental impact, comply with applicable laws and regulations, and continually improve in these areas.

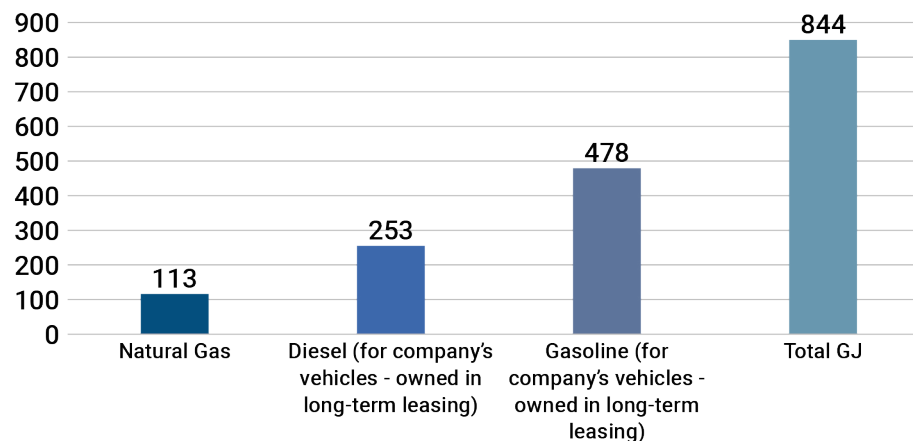
4.1 Energy and Emissions (Scope 1 and 2)

UTC Europe operates with respect for the environment in mind, taking the necessary precautions to reduce environmental impact with a focus on sustainability and energy saving focusing on efficient energy and resource management. The primary energy sources for the Group are electricity and gas, which power both the office staff and their equipment. The Group does not currently utilize renewable energy sources, such as solar panels, nor does it purchase certified green energy.

Energy consumption at UTC Europe is meticulously monitored through the invoices received for electricity and gas. The Group's vehicle fleet uses diesel and gasoline, further contributing to its overall energy consumption. UTC Italy has the environmental certification ISO 14001, and the whole Group is ISO 9001 certified.

During 2023 the total amount of **electricity purchased** was equal to **103.47 GJ**, while the total fuel consumption was up to **844.30 GJ**. Among these, 57% (**477.64 GJ**) was used for **Gasoline**, 30% (**253.38 GJ**) for **Diesel**, both used to supply company vehicles, and 13% (**113.27 GJ**) for **Natural Gas**.

Fuel Consumption (GJ)



With regards to Scope 1 Emissions, they are emissions from sources owned or controlled by the organization while Scope 2 is indirect Emissions derived from the production of electricity, heat or steam imported and consumed by the organization. Two distinct calculation approaches are used to calculate Scope 2 emissions: “Location-Based” and “Market-Based”.

The “Location-Based” approach involves the use of average emission factors relating to the generation of energy for well-defined geographical boundaries, including local, subnational, or national boundaries.

The “Market-Based” approach takes into consideration the total electricity purchased, including that purchased from renewable sources through Guarantee of Origin certificates.

GHG direct (Scope 1) and indirect (Scope 2) emissions are consistent with energy consumption. Fuel consumption generated 55 tCo₂eq emissions according to Scope 1. While electricity consumption generated 7 tCo₂eq emissions according to Scope 2 Location-based approach, and 16 tCo₂eq emissions according to Scope 2 Market-based approach.

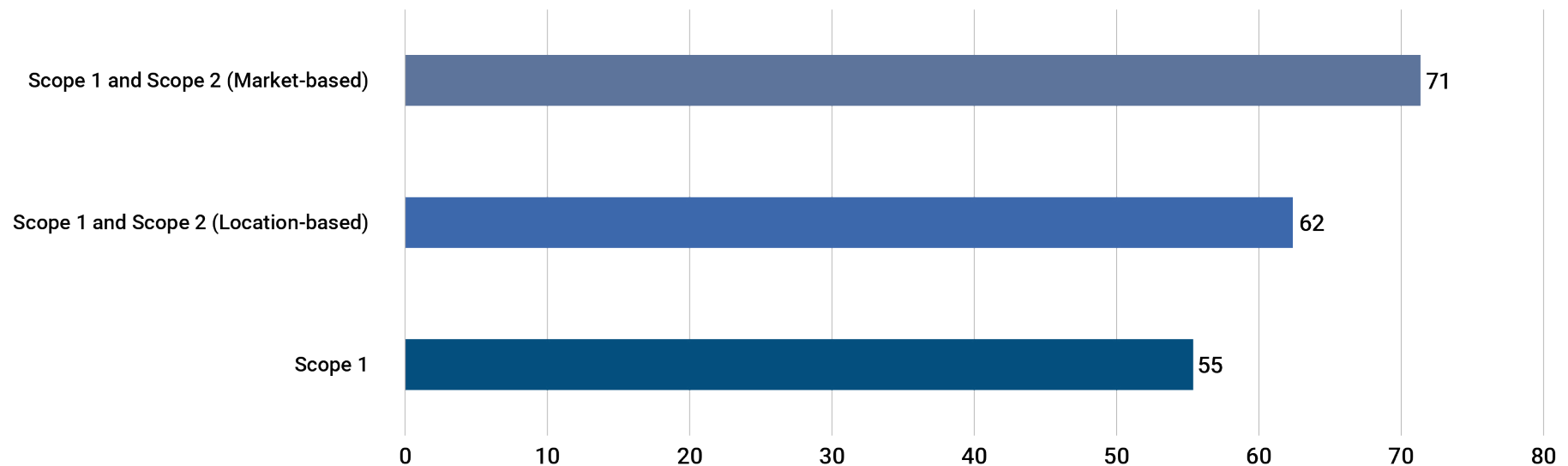
UTC Hungary

UTC Hungary fully subsidizes public transport monthly tickets for staff commuting to the office. This initiative reflects the effort to reduce its carbon footprint. Additionally, the office implements energy-saving measures such as using energy-efficient lighting and ensuring that air conditioning is turned off at the end of the day during summer, while heating is set to a lower temperature when the office is unoccupied during the heating season.

UTC Italy

In a bid to promote environmentally friendly commuting, UTC Italy allows all employees to benefit from a discount for public transportation with the subscription to “Spediporto”.

Direct GHG Emissions (Scope 1) and indirect GHG Emissions (Scope 2) (tCO₂eq)



4.2 Sustainable Resource Management

UTC Europe is committed to managing resources efficiently, managing water and waste production in a sustainable way, and limiting waste and water consumption.

Water usage within the office is limited to drinking, hand washing, and toilet usage, utilizing the standard infrastructure. Although there are no significant impacts on water resources, nor mechanisms to monitor or assess these impacts, a water purification system is employed to ensure the quality of drinking water. The quality of water discharge is managed through invoice-based checks.

The waste produced by UTC Europe is typical of an office environment, including paper, plastic, confidential papers, and general waste, all of which are collected separately. Disposal is managed through the local town services infrastructure. This segregation indicates an initial step toward responsible waste management.

UTC Germany

UTC Germany has implemented in 2023 a new Transport Management System with the consequence that they are paperless in the sector. They have a system of waste separation; disposal of paper, residual waste, packaging, and plastic waste are taken care of by an external service provider. Batteries, electrical waste, toner cartridges are depolluted by the administration.

UTC Italy

UTC Italy promotes the use of a third-party to handle confidential paper wastes, to ensure that all paper is disposed of.



Section 5

Social Responsibility



5 - Social Responsibility

The sustainability path pursued by UTC Europe pays specific attention to direct corporate management with the maximum protection of Human Rights, expressed in the broadest respect for people and the concept of inclusion, through a commitment aimed at disseminating and promoting a culture of social responsibility both in internal management and in relations with Stakeholders.

UTC Europe is dedicated to managing daily operations in a way that prioritizes the protection of Human Rights. This commitment is evident in their deep respect for individuals and their strong focus on inclusivity. They strive to create an environment where social responsibility is a key aspect of both their internal operations and their relationship with Stakeholders.



Support to Local Communities

UTC Overseas fully supports the many partnerships its employees share with their local communities. The ongoing efforts to be a sustainable organization and improve the quality of life in these communities reflect UTC Overseas' broader commitment to being a responsible corporate citizen. By consistently challenging its employees to strive for excellence in all areas, it reinforces its dedication to sustainability and corporate responsibility.

Specifically, UTC Europe demonstrates its commitment by creating a positive impact on the local communities through donations, participation in charity events and generation of professional opportunities, including internships for students and young professionals. The Companies are involved in sponsorship of local events and partnerships with local entities to support universities, sport, and cultural initiatives.

Among European entities, UTC Germany shows the greater involvement, extending its support to local organizations, encompassing initiatives such as sponsoring shirts for a youth handball team, assisting food support organizations for those in need, contributing to the preservation of animal diversity through wildflower meadows, supporting animal welfare efforts, participating in charity runs and contributing to projects such as the establishment of a new trade school in Bremen.

5.1 UTC Europe Human Capital

At the heart of UTC Europe’s sustainability efforts is the belief that everyone deserves fair and dignified work. To this end, they have established strict policies to prevent any form of forced or child labor. They are committed to ensuring that no one under the legal working age is employed within their operations. This zero-tolerance approach to forced and child labor underscores their dedication to upholding the highest standards of human rights.

Furthermore, UTC Europe is committed to ensuring that all employment conditions comply with current laws and regulations. They guarantee that their employees work in environments free from any form of physical or psychological coercion. This means that every employee has the right to perform their duties without fear of violence, threats, or undue pressure. The Group’s focus on human rights and fair labor practices is part of a broader commitment to social responsibility. This involves actively promoting these values within the Group and encouraging partners and Stakeholders to do the same. By fostering a culture of respect and inclusion, UTC Europe aims to lead by example in the business community.

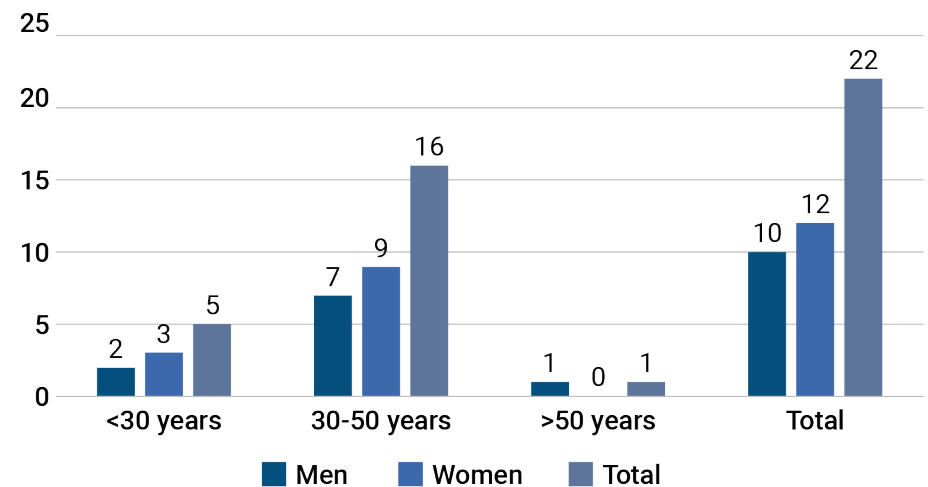


5.2 Talent Attraction and Retention

UTC Europe considers its employees a fundamental and precious resource. They commit to establishing a climate of welcome and mutual trust within the work environment, promoting a positive work environment that allows employees to express their individuality in compliance with their duties, while developing team spirit.

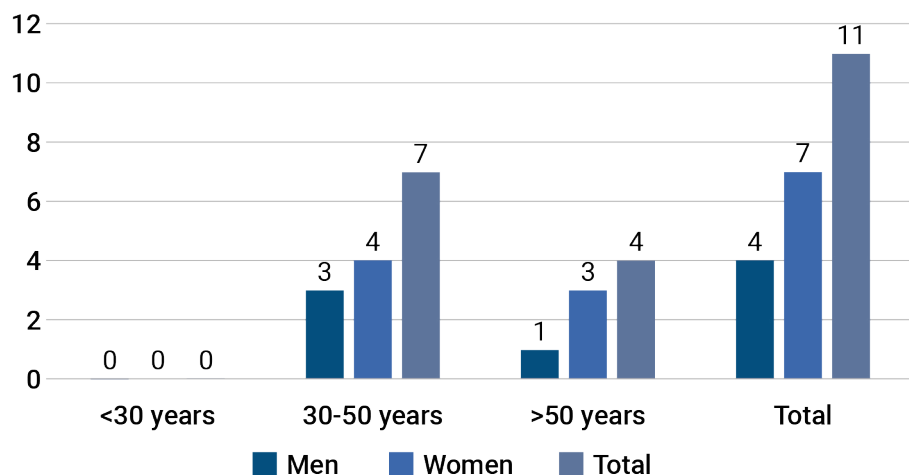
Most of the Companies rely on external support for human resources management operations, such as payroll management, recruitment, and talent acquisition. UTC Europe has a low turnover rate, which means that new hires are not required often, as the Group is highly dedicated to the development and growth of its employees. However, when it is the case, the Group relies on the best external recruiting partners to meet its needs; in some cases the Companies use personal networking and internal scouting.

New Hires



During 2023 UTC Europe hired 22 new employees (27.85% rate), of which 12 women and 10 men (33.33% and 23.26% rate, respectively). Most new hires belong to the 30-50 age group (31% rate) and are mainly women. Even though, the rate between the number of new hires younger than 30 years over the total number of employees in the same age group is 50%, thus the highest.

Terminations



UTC Europe termination rate was 13.92% in 2023. The highest termination rate (24%) belongs to over 50 employees due to retirement. Instead, no termination occurred in employees under 30 years old. For the 30-50 age group, the termination rate is 13%, equal to 7 employees who ended their employment.

UTC Europe believes that an inclusive culture is important for attracting, developing, and retaining top talent, and it strives to provide a work environment where employees are valued, challenged, and rewarded. The Group remains committed to keeping a dynamic workplace where all employees are inspired and encouraged to achieve their full potential. UTC Europe creates belonging and recognition.

Germany	Hungary	Italy	Finland	France
77% of employees are in the Company for less than 10 years, while 23% for more than 10 years.	77% of employees are in the Company for less than 10 years, while 23% for more than 10 years.	64% of employees are in the Company for less than 10 years, while 36% for more than 10 years.	86% of employees are in the Company for less than 10 years, while 14% for more than 10 years.	75% of employees are in the Company for less than 10 years, while 25% for more than 10 years.

Employees' overall well-being is supported both at work and at home, through health and wellness programs, a flexible work life, compensation and benefits, and opportunities to give back to communities. UTC Europe is committed to meeting its employees' needs and ensuring their wellbeing by offering flexible working hours, home office options, competitive salaries, retirement plan support, fitness membership subsidies and events sponsored by each branch. Among the programs provided, 9% of employees benefit from welfare plans, 14% adhere to supplementary pension funds, and 46% adhere to category pension funds.

Annual appraisals are conducted by managers to discuss performance and development opportunities.

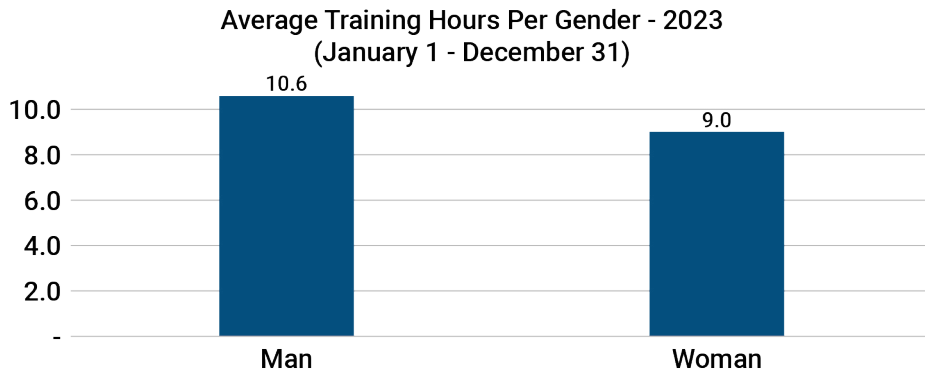
Germany	Hungary
UTC Germany, as for prizes and bonuses, selectively awards them to managers, deputies, and high-performing operational staff when the Group achieves positive annual results. Additionally, tax-free incentives, such as inflationary compensation, are voluntarily paid to all employees.	UTC Hungary introduced specific rules on incentives and merit-based incentives in the ISO handbook, the operating manual that serves as the how-to document of the Company's operational processes. It includes policies for all areas that affect the ability to make high-quality services and meet customers' and ISO's.

Mandatory online courses in anti-bribery, anti-corruption, data privacy, and information security are required for all employees globally, and are provided by an external vendor. UTC Europe encourages all employees to apply for specific courses that might be of interest and is committed to fulfill every request.

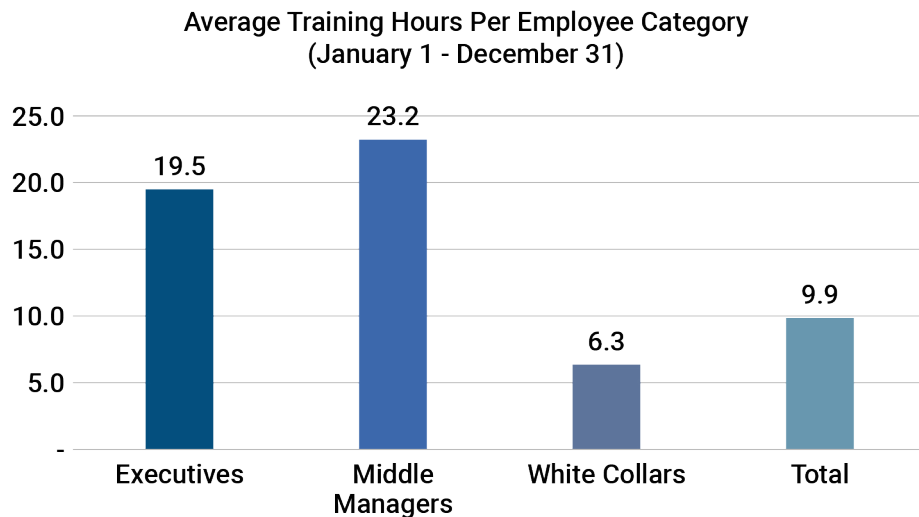
Training programs organized by UTC Europe include Excel, cargo handling, claim handling, dangerous goods, transport management systems, fire protection, first aid, workplace safety, risk assessment, and sales.

As for UTC Overseas, employees are required to take specific training programs, also in relation to their specific jobs, such as Export-Import Transaction Fundamentals, Export-Import Payment Terms, Certified Customs Specialist, Certified Export Specialist, Health Safety & Environmental Best Practices, and many more.

During 2023 the total training hours provided to employees amounted to 729 for UTC Europe. Specifically, the average training hours were equally distributed by gender: **10.6 average hours for men and 9 average hours for women.**



The average training hours for employee category sees the middle management as the category with the highest average number of hours dedicated to training activities: 23.2. Immediately following, Executives with 19.5 average training hours, while only 6.3 average hours were dedicated to White Collar training.

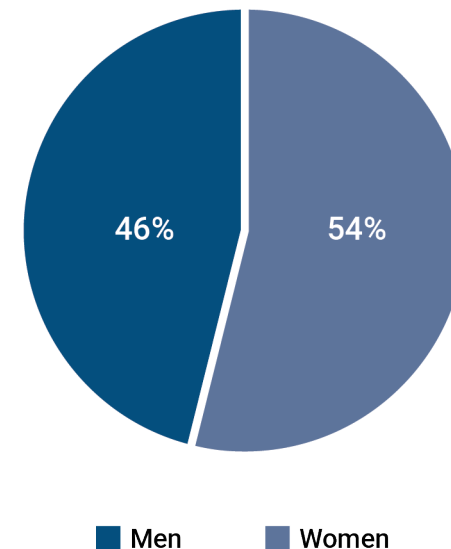


UTC Europe offers equal opportunities in all aspects of the employment relationship, without discrimination of any kind, to all those who meet the requirements for carrying out the various activities, unless specifically provided for by law. The aim is therefore to ensure equal opportunities, equal qualifications, in selection and recruitment, assignment of positions, training and development, management of remuneration policies and company benefits.

23% of employees are covered under collective bargaining agreements, while the remaining 77% stipulate individual agreements directly with their employer.

To this end, UTC Europe shall take appropriate initiatives to promote the conditions, organization and distribution of work in such a way as to ensure equal opportunities for all gender categories. UTC Europe in 2023 has 79 employees, 43 men and 36 women.

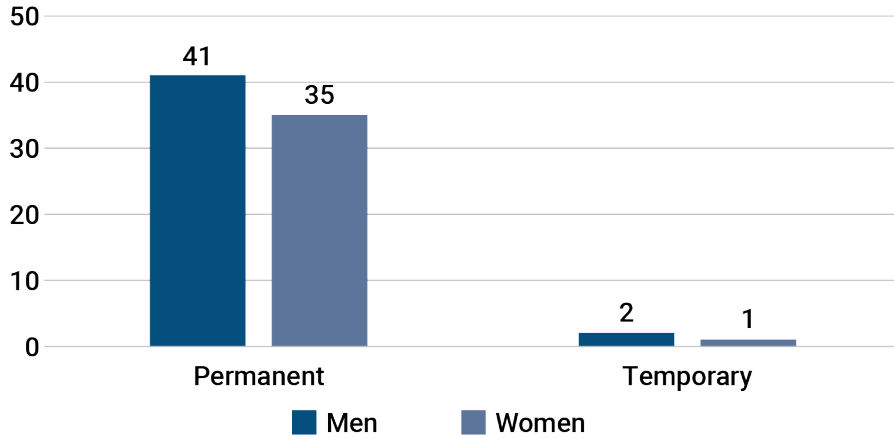
Employees by Gender



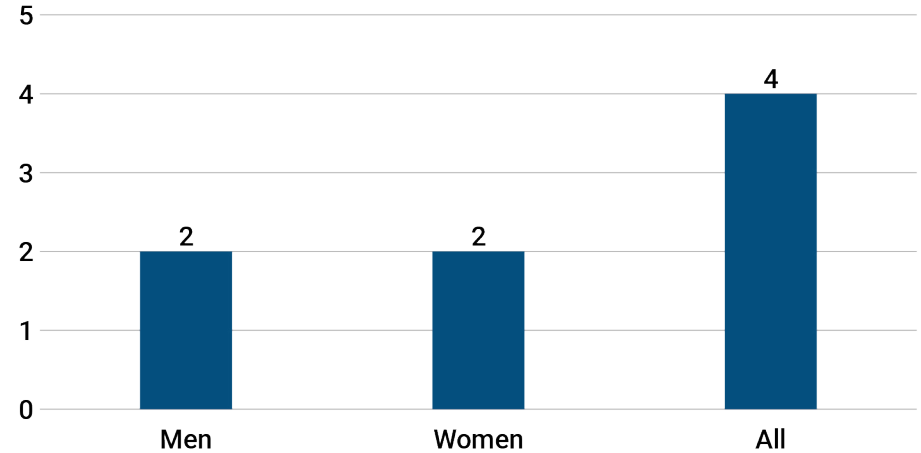
The majority of employees (96%) have permanent contracts, while only 4% have temporary contracts.

UTC Europe makes use of 4 external workers, 2 men and 2 women, which are contractors.

Total Number of Employees by Employment Contract (permanent and temporary), by Gender



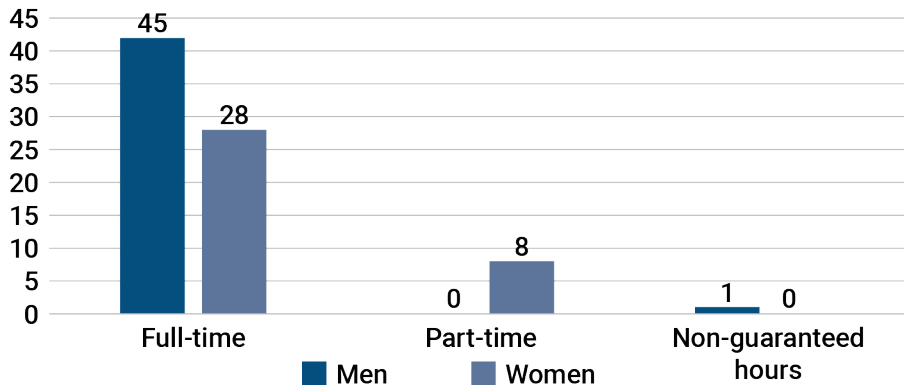
External Workers by Gender



In order to meet the needs of workers in terms of work-life balance, UTC Europe offers the possibility to choose among full-time or part-time contracts. 89% of employees adhere to full-time contracts, while 10% to part-time offers and only 1% have a non-guaranteed hours contract. 22% of women works part-time, while no men adhere to such contract type. Only 1 man works with a non-guaranteed hours contract.

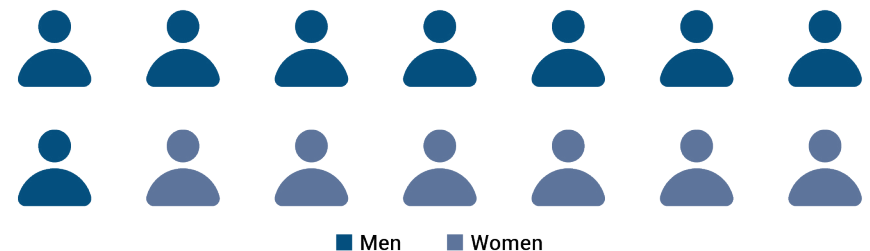
UTC Europe considers diversity to be an element of value and does not tolerate harassment or discrimination, including those affecting classification, remuneration, training and professional development opportunities, as well as any discriminatory conduct on grounds of race, ethnic or national origin, religion, gender, age, disability, sexual orientation, trade union or political affiliation. During 2023 no incidents of discrimination occurred.

Total Number of Part-time, Full-time and Non-guaranteed Hours Employees by Gender

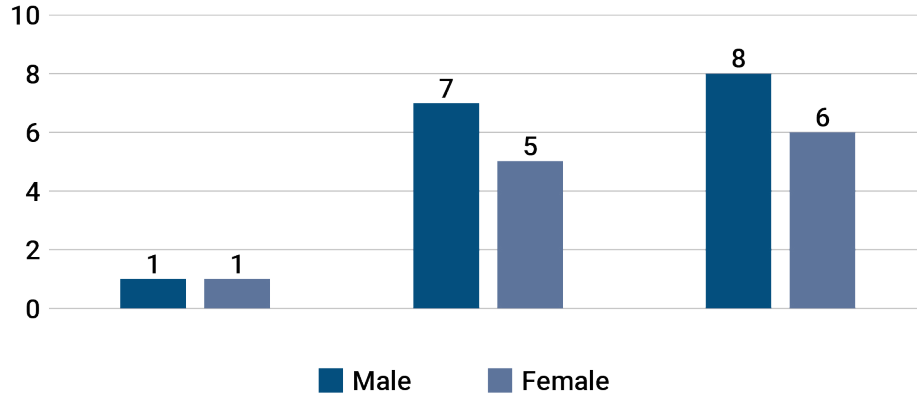


UTC Europe employs 14 people belonging to vulnerable categories, in particular 8 men and 6 women. The majority belongs to the white collar category (7 and 5 respectively) and only 2 persons to middle management.

Employees Belonging to Vulnerable Categories



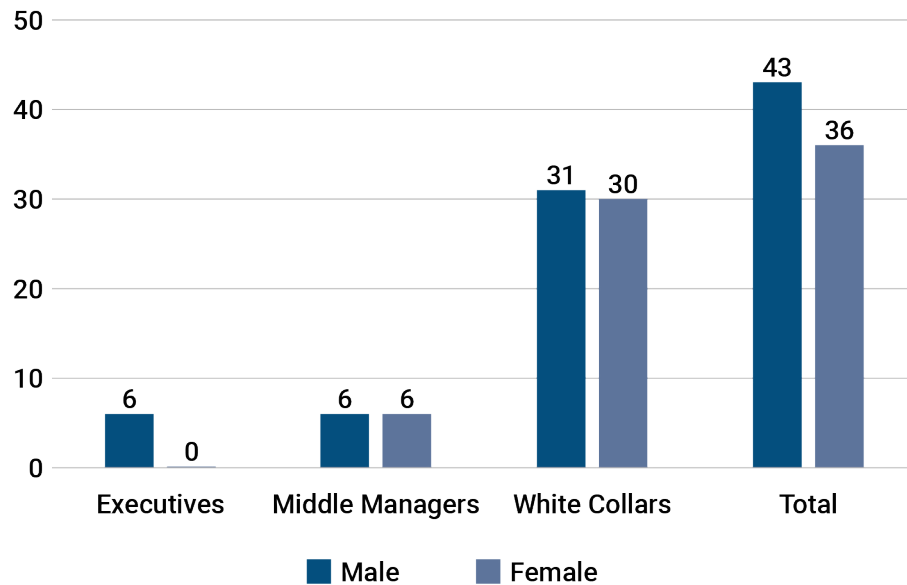
Vulnerable Categories per Employee Category and Gender



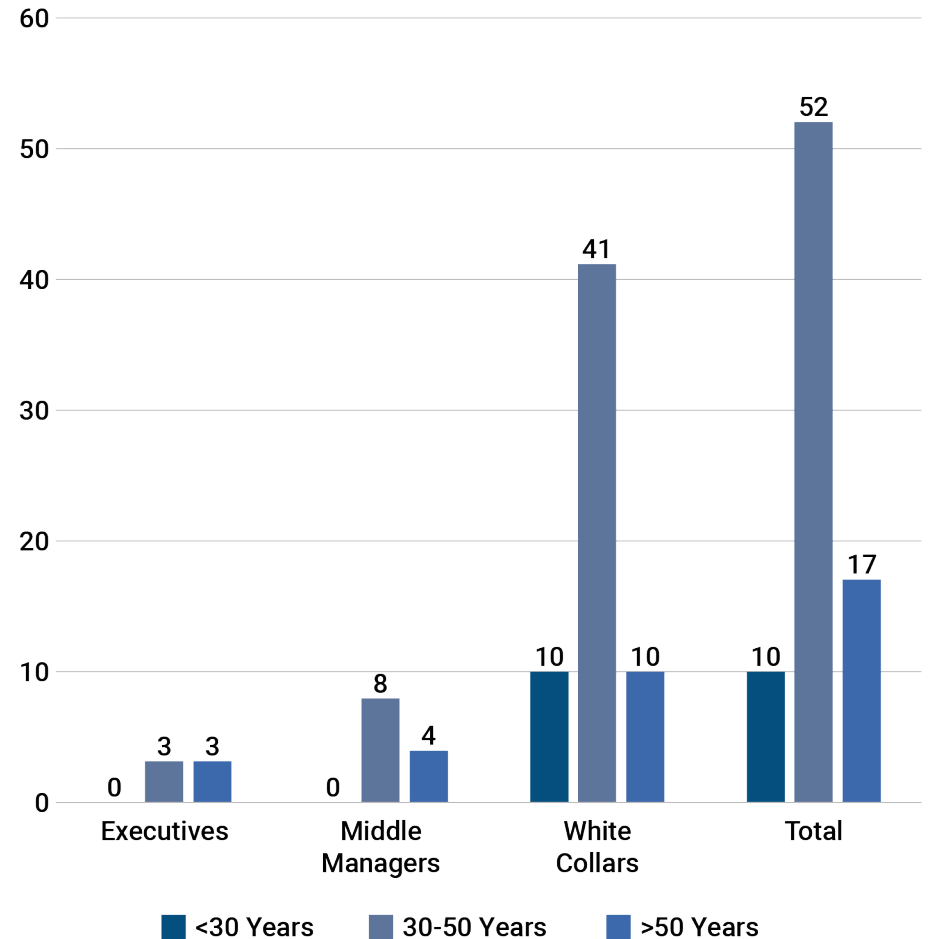
Most employees belong to the white collar category both for men and women (50.82% and 49.18% respectively). 67% belong to the 30-50 age group, while 16% both for under 30 years old and over 50 years old. The middle management is composed of 12 employees, equally represented by both genders. 67% belonging to the 30-50 age group, while 33% are over 50 years old. The Executives are composed of 6 men, equally divided in the 30-50 age group and over 50 age group.

The Group guarantees all employees the same career opportunities, with the aim of pursuing impartiality and meritocracy in the evaluation of the resources to grow its business.

Total Number of Employees per Employee Category and Gender



Total Number of Employees per Employee Category and Age Range



5.3 Health and Safety

UTC Europe is dedicated to ensuring and continuously improving the health and safety of its workers, third parties, and the community where it operates. They develop processes to eliminate and reduce the risk of accidents, incidents, non-compliance, and occupational diseases. Moreover, the Group adheres to the basic principles of ISO 9001, including mandatory corporate medical examinations as required by law and relevant safety information for external projects. Health and safety are managed externally, with quarterly reviews followed by written reports. A qualified officer is also required to be present in the office.

UTC Europe actively promotes health and safety through internal and external communication, training, awareness programs, and monitoring, of safety-related activities. Preventive and corrective actions are taken as needed. Safety equipment such as gloves, helmets, high-visibility clothing, safety jackets, steel-toed boots, and eye protection are provided to all staff working on external projects or visiting client sites, as well as to employees accessing ports or factories. Professional travel insurance is provided for employees on business trips. Management also provided specific training courses to employees to address evolving risks or new hazards. To ensure full respect for the health and safety of its collaborators, UTC Europe implements collective and individual prevention and protection measures, ensures the adequacy of the workplace, provides necessary personal proactive equipment, and conducts regular health checks through a doctor.

Additionally, UTC Europe encourages employees to engage in sports and maintain healthy eating habits by offering support through fitness membership cards and locally sourced fruits. They offer flexible working hours and remote work options to enhance quality of life and health. Health insurance is legally mandated, with premiums automatically deducted from employee salaries and paid to the health insurance provider by the Group.



During 2023 no work-related injuries nor work-related ill health occurred.

5.4 Customer Satisfaction

UTC Europe

UTC Europe partners with customers, many for over 25 years, to establish long-term relationships built on expertise, honesty, and trust.

UTC Europe is aware of the importance of its customer satisfaction, and to this end builds its relationships on trust and the ability to adapt its services to the wishes and needs of the customer, with a view to longevity and profitability of the relationships.

All the Companies within the Group have longstanding, storied clients, thanks to their commitment to providing high-quality service. This dedication ensures that customers not only remain loyal but also continue to benefit from tailored solutions that meet their evolving needs. Customer loyalty is proven by customer's 10 years of collaboration with UTC Europe. 84% are costumers for at least 6 years, while 11% for at least 7 years and 5% for at least 10 years.

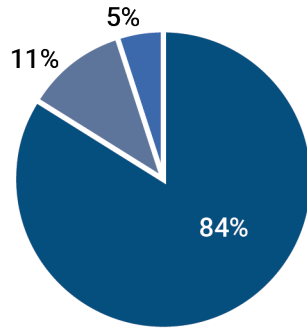
All the Companies rely on comprehensive systems to manage all types of interactions, both with existing and potential new clients. All these systems have the aim to keep and record customer information, including contacts, preferred methods of contact (such as phone calls or visits), and outcomes of the interactions. The Business Development team of each Company is responsible for recording key data, information, and follow-ups related to logistic services and direct contacts. The sales staff is required to maintain regular contact with each partner, ensuring a minimum of 1-2 interactions per year. Furthermore, the systems store important documents such as contracts and compliance papers that enable all Companies to track customer interactions, ensuring continuity of information over time.

Even though the systems are not specifically designated to measure customer satisfaction in detail, the Group gathers daily feedback through various interactions, both during the operational handling of shipments and through direct meetings with clients. The results are regularly shared with the Top Management.

UTC Germany and Hungary

Both companies have a web-based Customer Relationship Management (CRM) System, which allows all employees access.

NO. Of Clients - 2023
(1 January - 31 December)



■ From 0 to 6 Years ■ For At Least 7 Years ■ For At Least 10 Years

Even though the systems are not specifically designated to measure customer satisfaction in detail, the Group gathers daily feedback through various interactions, both during the operational handling of shipments and through direct meetings with clients. The results are regularly shared with the Top Management.

In Project Cargo, depending on the complexity of the topic, a dedicated Project Manager handles the offer and shipment related questions with solutions for the client, with higher-level support from the Operations Manager or Managing Director as needed, to ensure client satisfaction. For General Cargo, a forwarding executive manages shipment requests and communication. Internal team meetings review new requests and cases, with ad-hoc meetings for General Cargo. As for Project Cargo, where the job value is significantly higher, there are monthly scheduled meetings to review all the activities, the financial status on actual shipments and the potential new business pipeline tasks.

The methods of interactions that UTC Europe uses with its key clients include corporate email, online meetings, phone calls, personal meetings at customers' premises and at one of the Group's offices. Regular personal meetings with key clients and suppliers ensure and maintain high service levels, with key questions and related answers documented in writing. The commitment to customer interactions is demonstrated through various channels, including personal meetings, phone calls, emails, messaging

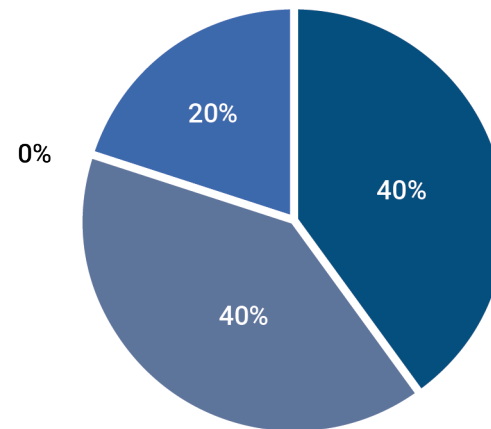
apps, social media, and customer satisfaction surveys.

Complaints are addressed using standardized processes, that help improve team skills and knowledge through constructive dialogue. Most of the UTC European Companies, specifically UTC Germany, Hungary and Italy, are provided with an ISO handbook, an operating manual that handles complaints in cases of non-conformity in terms of quality. Customer satisfaction initiatives are regularly reviewed in team and management meetings.

During 2023, only 5 complaints were received, mostly due to product quality and logistics, but they were immediately handled and resolved.

Even though there is currently limited demand for sustainability reports coming from clients, some requests have included the calculation of CO2 emission and the acceptance and adherence to customer codes of ethics, and this demand is expected to grow over time.

Type of Complaint - 2023
(1 January - 31 December)



■ Product Quality ■ Service and Logistics ■ Other
■ Labeling and Marketing

Section 6

Annex



6 - Annex

Economic Performance

GRI 201-1 Direct economic value generated and distributed (in EUR thousands)	
Economic value	2023
Direct economic value generated	87,998,605
Economic value distributed	86,609,716
Operational costs	80,990,624
Remuneration of collaborators	4,728,235
Remuneration of investors	135,159
Remuneration of the Public Administration	755,698
Retained Economic value	1,388,889

Responsible Supply Chain

GRI 204-1 Proportion of spending on local suppliers	
Proportion of spending	2023
Local	45.5%
Not local	54.5%
Total spending on suppliers	100%

Energy Efficiency and Climate Change

GRI 302-1 Energy consumed within the organization		
Energy	Unit of measurement	2023
Natural Gas	GJ	113
Diesel (for company-owned or long-term leased/ rental vehicles)	GJ	253
Gasoline (for company-owned or long-term leased/ rental vehicles)	GJ	478
Purchased electricity	GJ	103
Total energy consumption	GJ	948
Renewable Energy	GJ	0
% Renewable Energy	%	0%

Energy Efficiency and Climate Change (cont.)

GRI 305-1: Direct (Scope 1) Emissions	
GRI 305-2: Energy indirect (Scope 2) GHG Emissions	
Emissions (tons CO2eq)	2023
Total direct emissions (Scope 1) ⁴	55
Total Indirect Emissions (Scope 2) - Location-based ⁵	7
Total Indirect Emissions (Scope 2) - Market-based ⁶	16
Total Scope 1 and Scope 2 emissions (Location-Based)	62
Total Scope 1 and Scope 2 emissions (Market-Based)	71

Employee Wellbeing and Equal Opportunities

GRI 2-7 Employees			
Type of Contract	2023		
	Men	Women	Total
Temporary	2	1	3
Permanent	41	35	76
Total	43	36	79
GRI 2-7 Employees			
Type of Contract	2023		
	Men	Women	Total
Full-Time	42	28	70
Part-Time	0	8	8
Non-guaranteed hours	1	0	1
Total	43	36	79

⁴To calculate Scope 1 emissions for the 2023 financial year, the emission factors published by the Department for the Environment, Food and Rural Affairs (DEFRA)

⁵To calculate Scope 2 - Location-Based emissions, the emission factors published by Association of Issuing Bodies (AIB) - Atmospheric Supplier Mix emission factors of greenhouse gases in the main European countries were used

⁶To calculate Scope 2 - Location-Market emissions, the emission factors published by Association of Issuing Bodies (AIB) - Atmospheric Residual Mix emission factors of greenhouse gases in the main European countries were used

GRI 2-8 Workers who are not employees			
External workers	2023		
	Men	Women	Total
Contractors	2	2	4
Self-employed persons (example: VAT registered workers)	0	0	0
Other temporary collaboration (please specify)	2	0	0
Total	2	2	4

GRI 2-30: Collective bargaining agreements	
Number of employees	2023
Total number of employees	79
Number of employees under collective bargaining agreements	18
Total percentage	23%

GRI Indicator 405-1 Diversity of governance bodies and employees			
Professional category	2023		
	Men	Women	Total
Executives	6	0	6
Middle managers	6	6	12
White collars	31	30	61
Blue collars	0	0	0
Total	43	36	79

GRI Indicator 405-1 Diversity of governance bodies and employees				
Professional category	2023			
	<30 years	30-50 years	>50 years	Total
Executives	0	3	3	6
Middle managers	0	8	4	12
White collars	10	41	10	61
Blue collars	0	0	0	0
Total	10	52	17	79

GRI Indicator 405-1 Diversity of governance bodies and employees (Board of Directors)				
Board of Directors	2023			
	<30 years	30-50 years	>50 years	Total
Men	0	0	6	6
Women	0	0	0	0
Total	0	0	6	0

GRI Indicator 405-1 Diversity of governance bodies and employees			
Vulnerable categories	2023		
	Men	Women	Total
Executives	0	0	0
Middle managers	1	1	2
White collars	7	5	12
Blue collars	0	0	0
Total	8	6	14

GRI 401-1: New hires and employee turnover				
Number of hires	2023			
	<30 years	30-50 years	>50 years	Total
Men	2	7	1	10
Women	3	9	0	12
Total	5	16	1	22
Incoming turnover rate (%)	50%	31%	6%	28%

GRI 401-1: New hires and employee turnover				
Number of terminations	2023			
	<30 years	30-50 years	>50 years	Total
Men	0	3	1	4
Women	0	4	3	7
Total	0	7	4	11
Outgoing turnover rate (%)	0%	13%	24%	14%

Occupational Health and Safety

GRI 403-9 (2018): Work-place injuries			
INJURY RATES FOR EMPLOYEES		Unit of measurement	2023
Total number of workplace injuries for employees ⁷		n.	0
of which:	Fatal injuries	n.	0
	High-consequence work-related injuries ⁸	n.	0
	Recordable work-related injuries ⁹	n.	0

Training and Employee Development

GRI 404-1 Average hours of training per year per employee	
Average hours per employee category	2023
Executives	19.5
Middle Managers	23.2
White Collars	6.3
Blue Collars	0
Average hours per gender	
Man	10.6
Women	9
Total	9.9

⁷"Workplace accidents" are defined as all accidents that may result in death, days of absence, limitations on work, transfer to other duties, medical treatment beyond first aid, loss of consciousness. These are all accidents caused by risks and dangers to which workers are exposed in the workplace (e.g., death, amputations, lacerations, fractures, hernias, burns, loss of consciousness and paralysis).

⁸"Serious work-related injuries" means injuries that resulted in at least 6 months of injury, excluding deaths.

⁹"Other Injuries" means injuries that resulted in less than six months of injury.

GRI Correlation Table - Materiality

ESG SCOPE	MATERIAL TOPIC	PERIMETER		RECONCILIATION TOPIC GRI STANDARD
		WHERE DOES THE IMPACT OCCUR	TYPE OF IMPACT	
Environmental Responsibility	Energy efficiency and climate change	Company	Caused by the Company	GRI 3: Material topics (2021) GRI 302: Energy GRI 305: Emissions
	Circular economy and responsible resources management	Company, Suppliers and Business Partners	Caused by the Company	N/A
Social Responsibility	Employee wellbeing and equal opportunities	Company	Caused and directly connected to the Company through its business relations	GRI 3: Material topics (2021) GRI 2-7: Employees GRI 401: Employment GRI 405: Diversity and Equal Opportunity GRI 406: Non Discrimination
	Training and employee development	Company	Caused and directly connected to the Company through its business relations	GRI 3: Material topics (2021) GRI 404: Training and Education
	Health and Safety in the workplace	Company	Caused by the Company	GRI 3: Material topics (2021) GRI 403: Occupational Health and Safety
	Local Communities	Company, Local Community	Caused by and directly connected to the Company through its business relationships	N/A
	Customer satisfaction	Company	Caused and directly connected to the Company through its business relations	N/A
	Human Rights	Company	Caused and directly connected to the Company through its business relations	N/A
Sustainable Business and Governance	Sustainable Governance and Ethics	Company, Suppliers, Government, Institutions and Regulatory Bodies	Caused by the Company	GRI 3: Material topics (2021) GRI 205: Anti-corruption GRI 206: Anti-Competitive Behavior
	Responsible supply chain	Company, Suppliers and Business Partners	Caused and directly connected at the Company through its business relationships	GRI 3: Material topics (2021) GRI 204: Procurement Practices
	Economic performance	Company	Caused from the Company	GRI 3: Material topics (2021) GRI 201: Economic Performance
	Privacy and cybersecurity	Company	Caused by the Company	GRI 3: Material topics (2021) GRI 418: Customer Privacy

GRI Content Index

Below is the summary table of the **GRI indicators** reported in this Sustainability Report.

GRI 2: GENERAL INFORMATION (2021)			
GRI Indicator		Page	Notes and omissions
Declaration of use	UTC Overseas has provided a report in accordance with GRI Standards for the period from January 1, 2023, to December 31, 2023.		
GRI 1 used	GRI 1 - Foundation – 2021 Version		
Relevant GRI sector Standard	Not applicable		
The organization and its reporting practices			
GRI 2-1	Organizational details		
GRI 2-2	Entities included in the organization's sustainability reporting		
GRI 2-3	Reporting period, frequency and contact point		
GRI 2-4	Restatements of information		
GRI 2-5	External assurance	The 2023 Sustainability Report is not subject to external assurance	
Activities and workers			
GRI 2-6	Activities, value chain and other business relationships		
GRI 2-7	Employees		
GRI 2-8	Workers who are not employees		
Governance			
GRI 2-9	Governance structure and composition		

Strategy, policies and practices			
GRI 2-22	Statement on sustainable development strategy		
GRI 2-23	Policy commitments		
GRI 2-27	Compliance with laws and regulations		
GRI 2-28	Membership Association		
Stakeholder Engagement			
GRI 2-29	Approach to stakeholder engagement		
GRI 2-30	Collective bargaining agreements		
SPECIFIC STANDARD DISCLOSURE			
GRI Indicator	Page	Notes and omissions	
GRI 3 - Material topics - 2021 version			
Material topic: Sustainable Governance and Ethics			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics		
GRI 205: Anti-corruption (2016)			
GRI 205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption were identified during 2023.	
GRI 206: Anti-competitive behavior			
GRI 206-1	Legal actions related to anti-competitive behavior, anti-trust and monopoly practices	No anti-competitive incidents occurred during 2023.	
Material topic: Economic performance			
GRI 3: Material topics (2021)			

GRI 3-3	Management of material topics		
GRI 201: Economic Performance			
GRI 201-1	Direct economic value generated and distributed		
Material topic: Responsible supply chain			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics		
GRI 204: Procurement Practices			
GRI 204-1	Proportion of spending on local suppliers		
Material topic: Privacy and cybersecurity			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics		
GRI 418: Customer Privacy			
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents of data breaches occurred during 2023.	
Material topic: Energy efficiency and climate change			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics		
GRI 302: Energy			
GRI 302-1	Energy consumed within the organization		
GRI 305: Emissions			
GRI 305-1	Direct (Scope 1) GHG Emissions		
GRI 305-2	Energy indirect (Scope 2) GHG Emissions		
Material topic: Employee wellbeing and equal opportunities			

GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics		
GRI 401: Employment			
GRI 401-1	New employee hires and turnover		
GRI 405: Diversity and Equal Opportunity			
GRI 405-1	Diversity of governance bodies and employees		
GRI 406: Non-discrimination			
GRI 406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination occurred in 2023.	
Material topic: Health and Safety in the workplace			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics		
GRI 403: Occupational Health and Safety (2018)			
GRI 403-9	Work-related injuries		
GRI 403-10	Work-related ill health		
Material topic: Training and employee development			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topic		
GRI 404: Training and education			
GRI 404-1	Average hours of training per year per employee		
Material topic: Local communities			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics		

Material topic: Customer satisfaction

GRI 3: Material topics (2021)

GRI 3-3	Management of material topics		
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Material topic: Human rights

GRI 3: Material topics (2021)

GRI 3-3	Management of material topics		
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Material topic: Circular economy and responsible resources management

GRI 3: Material topics (2021)

GRI 3-3	Management of material topics		
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