



alpega



24

ESG  
REPORT





## A message from our Group CEO

**Welcome to Alpega's Environmental, Social, and Governance (ESG) report. ESG is crucial to Alpega because it directly supports our purpose of "Driving Smarter Logistics for a Greener Tomorrow". Alongside providing innovative solutions to drive lasting change in the logistics and transportation industry, we are also committed to building a culture that puts people first.**

The greatest impact we can have on the world is through our customers. Our solutions, such as Alpega our Transport Management System (TMS), Alpega Reusable Package Management, Alpega Dock Scheduling, and our other logistics optimization tools, directly address their environmental challenges, including reducing carbon emissions and minimizing empty miles.

Our focus on helping our customers digitize and break down data silos is also essential in empowering them to plan more effectively,

share data seamlessly, and collaborate to make improvements across the entire supply chain. Our tools are especially valuable as customers face increasing pressure to comply with regulations and manage Scope 3 emissions targets.

As well as integrating ESG principles into the core of our solutions, we have continued our journey towards ESG excellence in our operations this year. Against our key environmental topics of carbon management and resource efficiency, we have achieved improvements across the board, with reduced energy use, lower emissions and significant reductions in water use.

We have made strong progress against our social goals too. We believe in promoting diversity and inclusivity in our workforce and have increased female representation across the business and in management positions this year, as well as delivering year-on-year decreases in our gender pay gap for the past two years.

We are committed to tracking our performance and leveraging data-driven insights to inform our strategic decisions on ESG. Therefore, the quality of the data we collect is paramount. Having undergone a thorough research project, we are implementing a new data collection system to improve the reliability of the data we gather and optimize how we track our performance.

This is also key as we prepare for reporting against the requirements of the Corporate

Sustainability Reporting Directive (CSRD) for the first time next year. The recent Omnibus package proposals may remove this requirement, but we're continuing preparations as planned until the European Commission confirms if CSRD's scope will change.

As well as expanding our data collection, we have also strengthened our ESG policies and introduced policies for new topics.

We are proud of the progress we have made this year, and I would like to thank everyone at Alpega for their ongoing support and dedication. We are also delighted that our journey has been recognized externally as our rating from EcoVadis, a global provider of business sustainability ratings, improved from 55/100 in 2023 to 67/100 in our December 2024 assessment.

Looking ahead, we have further preparations to meet our reporting requirements, and we will continue to strive to improve our impact on people and planet. ESG remains a shared priority among all of our stakeholders, with employees, customers, and investors actively engaged in advancing sustainability. Together, we will continue to play our part in making a greener tomorrow.

**Todd DeLaughter**  
CEO, Alpega

# Our performance highlights in 2024



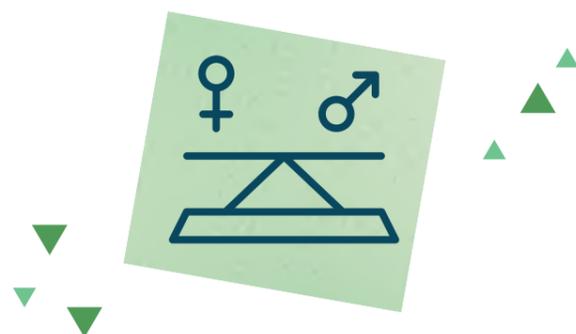
We retained our **Bronze EcoVadis** rating and achieved an improved score of 67/100, externally validating our strengthening commitment to sustainable business practices.



To bring more consistency to the Group, comply with regulatory requirements, and strengthen our governance framework, **we introduced or refreshed key policies.**  
Read more on page 15.



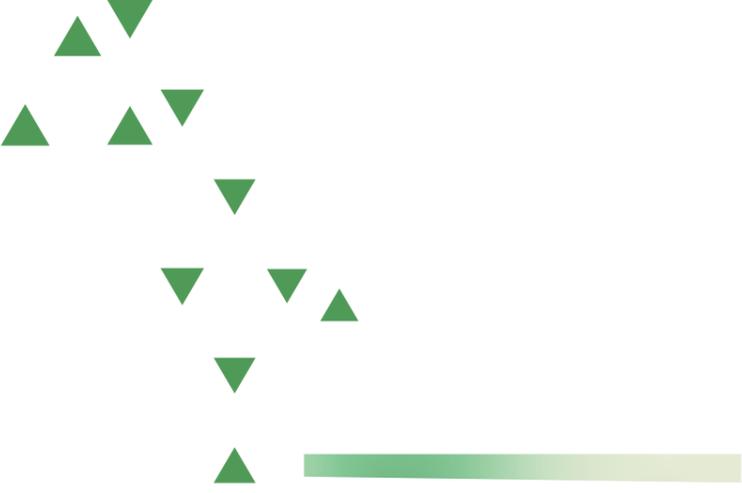
Our second Digital Clean-Up took place, during which our people deleted collective emails and freed up space on our services to reduce overall energy usage.



Our **gender pay gap significantly reduced in 2024**, going from 31% in 2023 to 25% in 2024, and we continued to improve gender diversity across the group.



Greater numbers of suppliers signed our **supplier Code of Conduct**, helping us get closer to our goal of 100%, and we began implementing stronger supplier assessments.



## Our ESG approach

ESG is a long-standing focus for Alpega as it is directly tied to our purpose. Our services organically help our customers achieve their ESG goals, so it is important we are committed to making progress in our operations.

Our approach is underpinned by policies that form a strong governance framework. It allows us to have oversight of ESG across the Group and ensure proper management and performance tracking is in place. All stakeholders at Alpega are strongly engaged with ESG and many support our initiatives on a voluntary basis.

We prioritize compliance with EU regulations and investor requirements. That means working to reduce our environmental impact, fostering connection, facilitating digitalization and working together to drive sustainable change.

We have previously conducted materiality assessments to understand our impact. To prepare for more robust reporting requirements, we carried out a data gap analysis on these findings in 2024. Though it is not currently clear if we will need to comply with CSRD (Corporate Sustainability Reporting Directive) reporting requirements in 2025, we will continue our preparations as planned. In 2025, we will conduct a double materiality assessment (DMA) to guide future ESG actions and reporting.



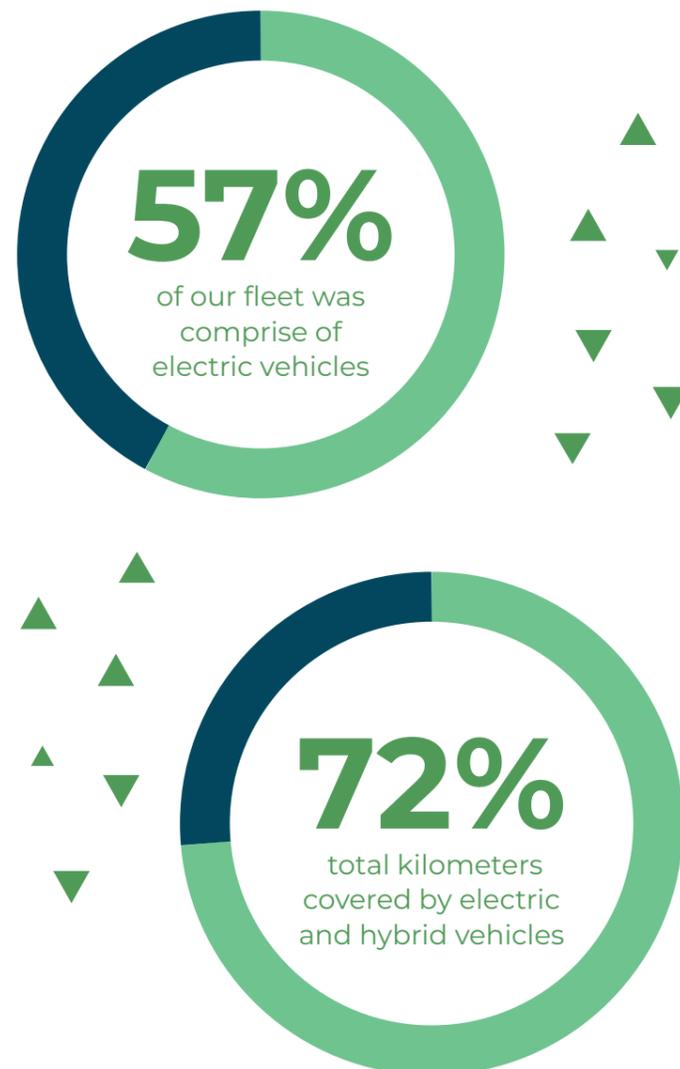
# ENVIRONMENTAL

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## Environmental Compliance

We remain committed to actively managing our carbon footprint and promoting sustainable practices across our operations. We were pleased to report 0 environmental incidents in 2024. As of February 2024, our environmental policy has been implemented across all of our sites, ensuring they are compliant with local environmental regulations.



## Carbon Management

It is essential that we use tools and methodologies that allow us to gain an accurate understanding of our energy usage and subsequent carbon emissions.

We adjusted our calculations for energy consumption in 2023 to ensure they were accurate and transitioned to a new tool in 2024 that facilitates stronger data collection and reporting. This new approach will allow us to gather the most complete and accurate data for relevant KPIs, including carbon emissions, but means year-on-year data comparisons do not tell the whole story about our environmental progress in 2024.

We continued to explore and promote sustainable practices that can reduce our Group carbon footprint. Our culture of energy efficiency means our offices are continually looking for new ways to lower their usage. This includes downsizing office spaces, using sensor lights and only heating or cooling rooms that are actively in use. All locations also use renewable energy (except Bucharest and Thailand), comprised of purchased electricity and on-site natural gas combustion. It accounts for 59% of our total energy consumption, which is a significant increase from 2023 (28%). We are continuing to explore how to increase this percentage, particularly in locations where it is challenging to transition to renewable energy. Staff can also work remotely, reducing the emissions generated by commuting.

### Reducing the impact of travel

We are continuing to run a number of initiatives that will help to reduce carbon emissions or

offset the impact of business travel and commuting. They include partnering with hotels for corporate accommodation that have strong sustainability practices in place, such as electric vehicle charging facilities, and showcasing them to employees as preferential options

### TravelPerk X Alpega

Our partnership with TravelPerk entered its third year. Through its GreenPerk program, we continued to offset 100% of our CO2 emissions generated by business travel, totaling 310,713kg, with an investment of €2,943.07. TravelPerk only invests in VERRA, GOLD Standard or Puro-earth-certified offset projects, which are verified by independent third parties. They also support UN Sustainable Development Goals (SDGs) by having a positive impact on local environments and communities. We can track the impact of our offsets through GreenPerk's dashboard.

### Green mobility policy

We continued to transition to a greener fleet of company cars, including battery electric vehicles (BEV) and plug-in hybrid (PHEV) vehicles, in line with our green mobility and car policy. In 2024, 57% of our fleet was comprised of electric vehicles and 72% of the total kilometers driven in company cars were covered by electric and hybrid vehicles, reflecting our commitment to sustainable mobility and reducing our carbon

### Performance

To paint a more complete picture of our environmental impact, we switched to a new ESG tool in 2024 to help us accurately calculate and represent our Scope 1, 2 and 3 emissions. We also began using the GHG Protocol methodology.

The difference in emissions across all scopes compared to previous years is primarily due to improved data coverage and accounting. Since 2024, our GHG assessment has expanded to include purchased goods and services, such as cloud services and office IT equipment, which were previously excluded. Additionally, more accurate accounting of company car data has contributed to higher figures. Moving forward, 2024 will serve as the base year for our carbon management efforts.

### Our climate mitigation transition plan

At present, we are still working to develop a formal transition plan that will integrate climate change mitigation into our strategy and business model, in line with the 1.5°C goal of the Paris Agreement. In 2024, we started work to determine the most effective approach using the comprehensive emissions data we compiled for the year.

Once we develop a formal transition plan for climate change mitigation, we will develop material disclosure targets using SBTi methodology and commit to validating them within 24 months.

GHG Protocol Category	Emissions '24 (tCO <sub>2</sub> e)	Emissions '23 (tCO <sub>2</sub> e)
<b>Scope 1 GHG Emissions</b>		
1.1 Generation of electricity, heat or steam		62
1.2 Transportation of materials, products, waste, and employees		1
1.4 Fugitive emissions	13	—
<b>Gross Scope 1 GHG Emissions</b>		<b>63</b>
<b>Scope 2 GHG Emissions</b>		
2.1 Electricity related indirect emissions	86	150
<b>Gross Scope 2 (location-based) GHG Emissions</b>	<b>86</b>	<b>150</b>
<b>Gross Scope 2 (market-based) GHG Emissions</b>	<b>22</b>	<b>111</b>
<b>Scope 3 GHG Emissions</b>		
3.1 Purchased goods and services	308	—
3.3 Fuel- and energy- related activities not included in Scope 1 or Scope 2	25	53
3.5 Waste generated in operations	5	9
3.6 Business travel	305	240
3.7 Employee commuting	134	—
<b>Gross Scope 3 GHG Emissions</b>	<b>777</b>	<b>150</b>
<b>Gross GHG Emissions (location-based)</b>	<b>1141</b>	<b>515</b>
<b>Gross GHG Emissions (market-based)</b>	<b>1077</b>	<b>476</b>

# Resource Efficiency

As a software company that operates primarily in office settings, we naturally generate less waste than businesses in resource-heavy sectors.

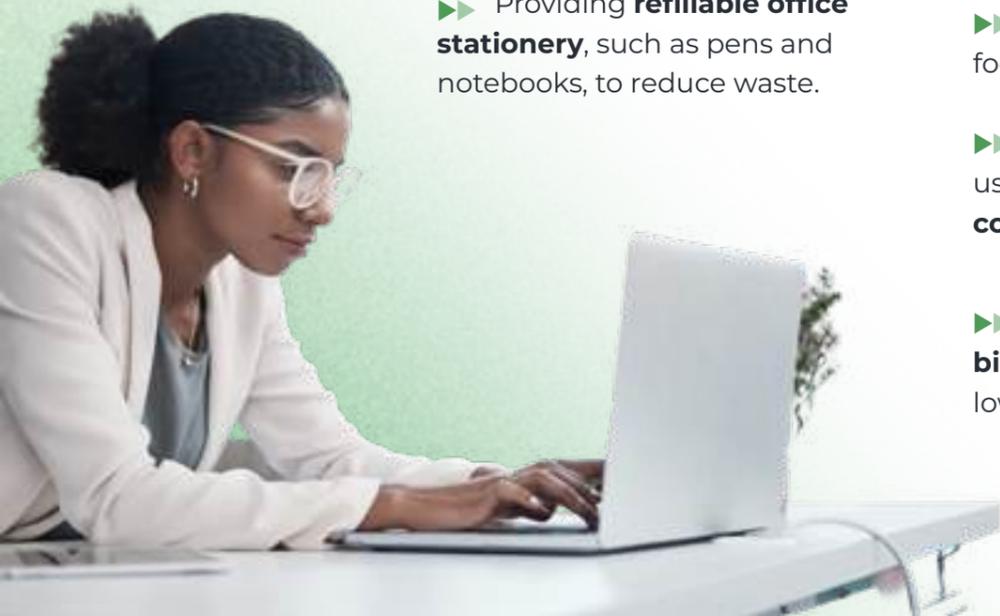
Regardless, we seek to reduce waste and resource usage as much as possible and remain steadfast in our pledge to minimize our environmental impact. Across all offices, we have introduced measures that encourage our people to conserve or reuse resources, such as:

- ▶▶ **Transitioning to digital invoices and electronic signatures via DocuSign**, and encouraging digital note-taking and material distribution to build a culture of paperless working.
- ▶▶ Switching to reliable, **cloud-based storage systems** that eliminate the need to store hard copies of documents.
- ▶▶ Providing **refillable office stationery**, such as pens and notebooks, to reduce waste.
- ▶▶ Donating office equipment, furniture, and supplies to **extend their lifecycle beyond Alpega**.
- ▶▶ **Promoting recycling** with dedicated waste category bins in most offices.
- ▶▶ Eliminating single-use coffee cups, glasses, bottles, and plates in most offices.
- ▶▶ Composting cafeteria food waste.
- ▶▶ Encouraging employees to use **more sustainable methods of commuting**.
- ▶▶ **Providing employees with bicycles** to encourage healthier, lower-carbon transport.



Waste Category	Quantity (kg)
Hazardous Waste	10,5
Non Hazardous Waste	42181,5

Being more conscious about our water consumption is also an important part of our environmental efforts. In 2024, our water consumption was 6020 cubic meters and **60% of our sites had water-efficiency initiatives in place.**



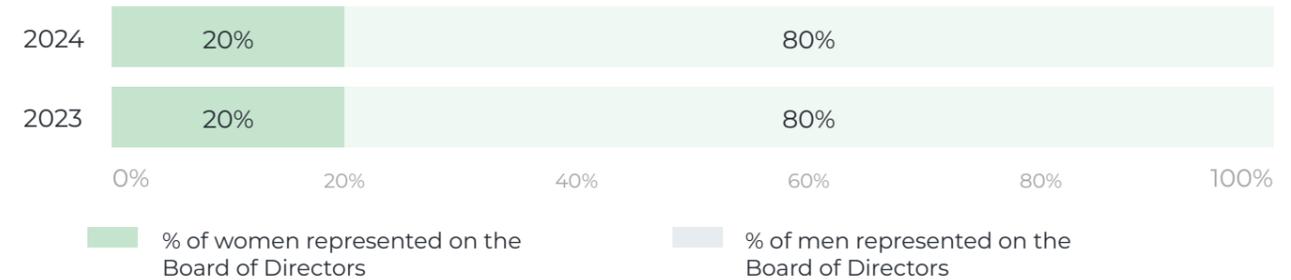
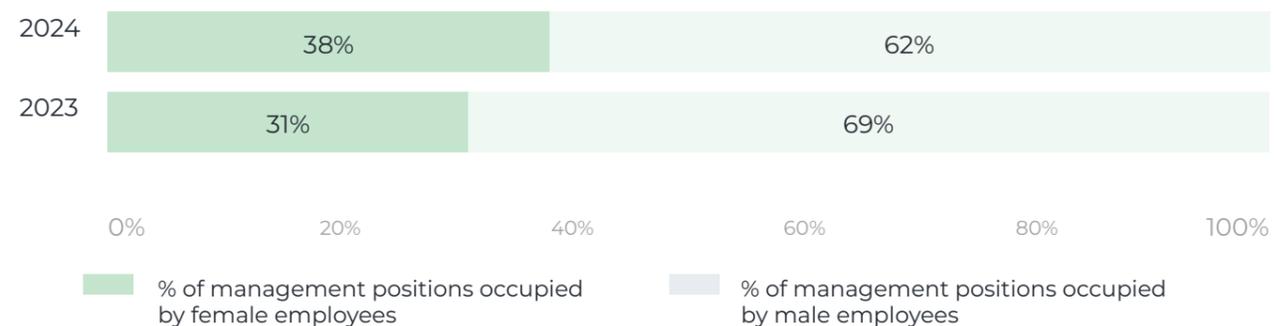
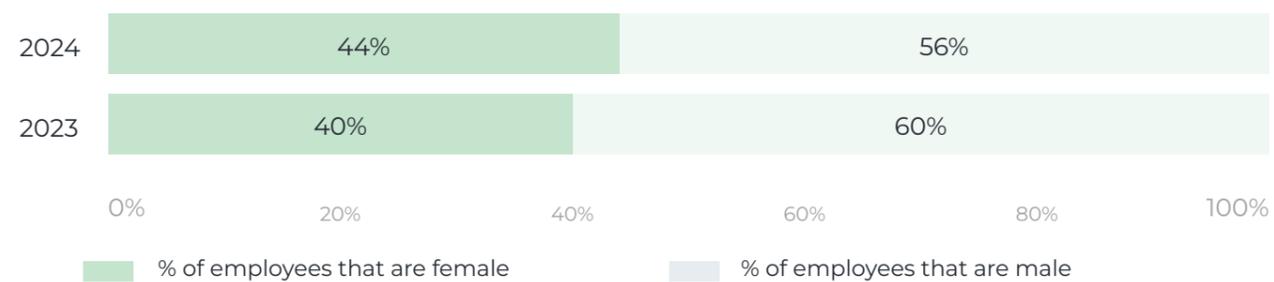
SOCIAL

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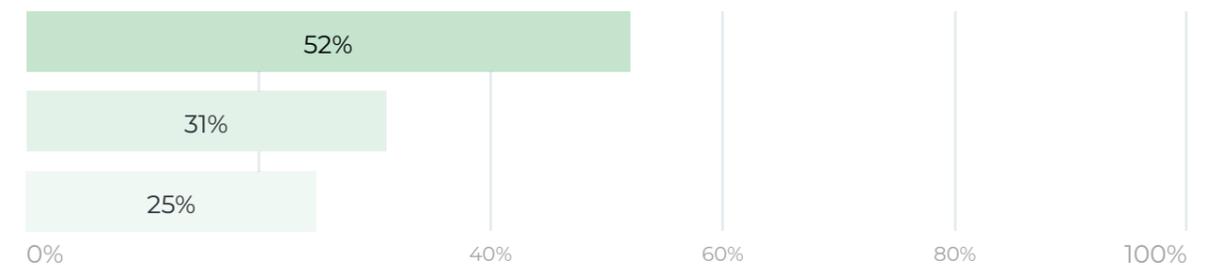


It is deeply important that we support and promote diversity and inclusivity across Alpega. As a technology business with many engineers (a historically male-dominated field), we are working to improve our gender balance. We ensure that all job opportunities are equally accessible to individuals of all genders, striving for fairness and equality throughout our selection processes.

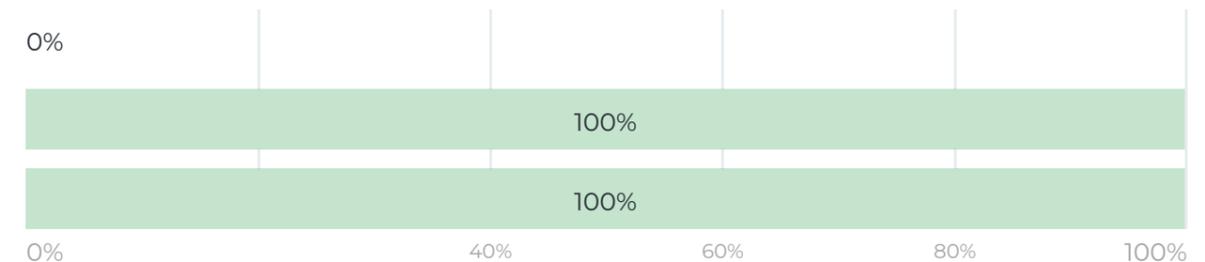
In 2024, we continued working to remove unconscious bias and discrimination from our recruitment practices. Female representation at management level increased from 31 to 38 managers and we welcomed a female Chief Marketing Officer, meaning two of our seven-person Leadership team are female. We also made notable progress in reducing our gender pay gap, **which decreased from 31% in 2023 to 25% in 2024, and hired more women at all levels across Alpega.**



**Average unadjusted gender pay gap**



**Sites with a diversity policy**



In 2025, we will remain committed to maintaining gender balance as an integral part of our talent acquisition effort and will continue to monitor overall diversity, representation in leadership, and gender pay gap.





## Ethical Behavior

Our expectations on ethical behavior extend to everyone who works for or with Alpega Group. They are outlined in policies, such as our whistleblower policy and Code of Ethics, which are available to all employees and cover 100% of our sites. We ensure everyone understands how to report harassment, wrongdoing, and discrimination and have created a culture where they feel empowered and safe enough to speak up about any ethical violations.

In 2024, 100% of our sites approved and implemented anti-corruption procedures for employees and suppliers, compared to 90% in 2023. We are proud that our entire network now has clear, aligned guidelines that outline our expectations around ethical behavior.

## Health & Safety

Strong health and safety management is a cornerstone of our operational ethos. Across the Group, we have implemented stringent standards and clear policies. We foster an environment where safety and accountability are prioritized so staff feel able to speak up about risks and violations.

Every location must adhere to our standards and have comprehensive emergency response plans in place. They must also be shared clearly via internal newsletters so all staff are aware of what to do in an emergency.

In 2024, we maintained 100% health and safety policy coverage across all sites and reported 0 work-related accidents or fines.

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# 100%

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## Community Engagement Initiatives

It's important to keep our Alpega community engaged, connected and feeling well at work. That's why community engagement initiatives and events are an important part of our approach.

To help desk-based employees get more active, we continued to support the Sports at Alpega initiative. Employees in each location were invited to become Sports Coordinators and champion sports and wellness activities among their teams. In 2024, offices once again hosted sports days, where staff engaged in fun team and individual activities such as a yoga session.

We hosted a wide variety of community events throughout the year, including:



Quarterly Town Hall meetings followed by team lunches or dinners



An advertising campaign photo session



An International Women's Day talk



Community Wednesdays



Earth Day rubbish collections



Leadership training in partnership with Kiriom



Volunteer month, which saw staff donate clothes

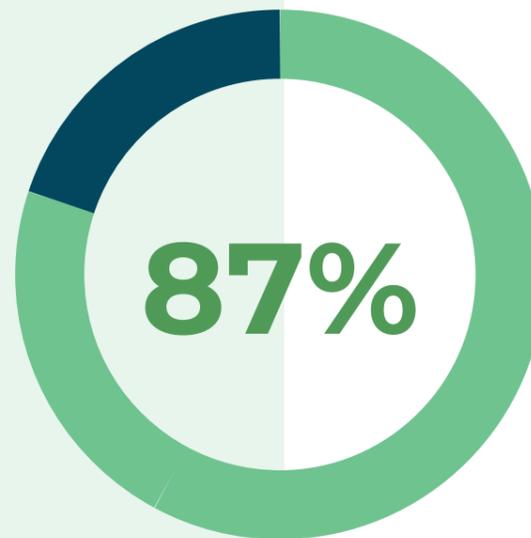


Mental health talks

## Workforce engagement

It is essential that our global workforce, from junior colleagues to senior managers, feel trusted and respected. Compliance with local labor regulations is a critical part of this and all locations maintained 100% compliance with regional labor laws in 2024.

Navigating collective agreements remains a challenge, given the global nature of our businesses. However, the percentage of employees covered by collective bargaining agreements rose to 87%, from 54% in 2023. In locations without legal requirements for such agreements, we continued to support dialogues between managers and employees to ensure working conditions are fair and equitable.



87% of employees covered by collective bargaining agreements

# GOVERNANCE

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**Strong governance** is a critical aspect of any growing global business’s ESG program. It is vital that our governance practices support us to do business with integrity, in a transparent, honest and accountable way.

Our corporate governance policy, developed in line with industry best practices and to meet regulatory requirements, is a central tenet of our broader framework. It acts as a compass for decision making across Alpega, ensuring our actions are always ethical and that everyone is accountable for their behavior.

Integral to our governance approach is the systematic disclosure of environmental performance data to the board of directors. By providing transparent insights into our environmental footprint, resource utilization, and sustainability initiatives, we empower our board members to make informed decisions that prioritize environmental stewardship and mitigate operational risks.

Governance is about more than disclosure and we take a proactive approach to monitoring every part of our businesses. Through regular assessments, audits, and internal controls, we diligently oversee our operations to ensure alignment with regulatory requirements, industry standards, and internal guidelines. By fostering a culture of compliance and accountability, we mitigate potential risks, safeguard stakeholder interests, and promote sustainable business practices.

To strengthen our internal controls, we refreshed or introduced a suite of key policies, including:

Code of Conduct	Diversity policy
Supplier Code of Conduct	Environmental policy
Anti-corruption policy	AI policy
Anti-money laundering policy	Procurement policy
Health & Safety policy	Workplace behavior and discrimination policy

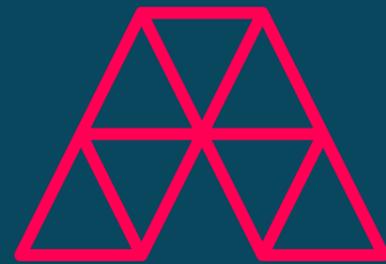
## Supply Chain

Robust supply chain management is critical to achieving our ESG objectives, as it ensures sustainability principles are integrated throughout the value chain.

In 2024, we implemented a new approach requiring suppliers to sign our Code of Conduct to ensure we partner with ethical, well-governed businesses. We also hold quarterly meetings with top suppliers to track compliance and provide regular opportunities to resolve concerns on either side.

In 2025, we will introduce a new approach to ensure suppliers are following through on their stated ESG goals, reducing the likelihood of greenwashing within our supply chain.





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