



SEKO LOGISTICS ANNUAL ESG REPORT 2024-2025



ABOUT THIS REPORT

This report presents SEKO Logistics' ESG performance for the 2024 and 2025 reporting years, with comparative data for prior years, on a calendar-year basis.

Reporting Boundary (ISSB S1 – Entity Boundary / CSRD – Scope & Consolidation)

Disclosures cover SEKO's global operations under operational control, including owned and leased facilities. Consistent with SEKO's asset-light model, material Scope 3 activities (notably third-party freight) are included where data is available.

Basis of Preparation (ISSB S1 – General Requirements / CSRD – Reporting Frameworks)

ESG information is prepared using globally recognized standards, including the GHG Protocol (Scopes 1–3) and the GLEC Framework for freight emissions, with alignment to ISSB (IFRS S1/S2), UN SDGs, CDP, and EcoVadis methodologies and reporting.

Methodologies and Measurement (ISSB S2 – Climate Metrics & Methods / CSRD – ESRs E1)

Emissions are calculated using internally developed tools and industry-standard emission factors, supported by publicly available datasets. Freight emissions are calculated in accordance with the GLEC Framework and GHG Protocol alignment.

Estimates and Data Limitations (ISSB S1 – Estimation Uncertainty / CSRD – Data Quality & Assumptions)

Due to the scale and complexity of operations, estimates are applied using intensity-based and proxy methodologies (e.g., energy, waste, water, and vehicle activity). Data coverage and quality continue to improve annually, and limitations are disclosed transparently.

Comparability and Restatements (ISSB S1 – Consistency / CSRD – Restatement Policy)

Enhancements in data coverage, methodology, and emission factors may impact year-over-year comparability. SEKO prioritizes methodological accuracy and may update prior disclosures where material improvements occur.

Assurance (ISSB S1 – Verification / CSRD – Audit Requirement)

As of this reporting period, the data in this report has not been externally assured. SEKO continues to strengthen governance, controls, and data systems in preparation for future assurance requirements.

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A MESSAGE FROM OUR CEO

Gordon Branov
Chief Executive Officer

The past 12 months have been a period of meaningful operational progress, cultural maturity and strengthened ESG alignment across SEKO's global network. As a company, we've navigated global uncertainty, expanded our capabilities, and deepened our commitment to building a more responsible and resilient business. Internally, we've made meaningful changes—strengthening our ESG governance structures, launching new workforce initiatives, and laying the groundwork for a more transparent and accountable future. This report reflects not only where we've been but, more importantly, where we're heading.

I've long been passionate about building systems that create value and profit. Whether that involves supporting our clients' transition to cleaner fuels, championing our people, or fostering responsible supply chain partnerships and more robust governance, I believe our work must serve a broader purpose. ESG provides that framework.

I'm particularly proud of the strides we've made in carbon transparency for our clients and enhancing supplier accountability. We've also amplified our community engagement efforts, both through financial contributions and direct volunteerism—something that aligns with my belief that leadership begins with service and we are part of a larger global community.

Looking ahead, I'm incredibly excited about everything SEKO can do to drive sustainable impact—from embracing low-emissions transport options to ensuring our people and partners are treated with dignity and fairness. Our progress to date provides a foundation—our ambition will define what comes next. This report is just a snapshot of our progress—but it's also a promise: that we will keep pushing, keep learning, and keep building a future where logistics moves the world forward, responsibly.

With appreciation,

Gordon Branov
Chief Executive Officer
SEKO Logistics

COMPANY OVERVIEW

Background, Products and Verticals

SEKO Logistics operates across a diversified set of verticals—spanning ecommerce, retail, technology, healthcare, aerospace, industrial, and specialist white glove sectors. Our asset light model, global footprint, and technology enabled solutions allow us to support clients with end-to-end supply chain services that emphasise efficiency, resilience, and sustainability. As we continue to grow, our focus remains on providing seamless, data driven logistics solutions that meet the evolving needs of global trade.



ENVIRONMENTAL, SOCIAL, GOVERNANCE STRATEGY



ESG STRATEGY

ESG is central to how SEKO builds the future of our business, together with our partners. Our commitment goes beyond meeting expectations or responding to regulation; it is embedded in our decisions, operations, and partnerships to create lasting value for our people, customers, communities, and the planet.



REGULATORY READINESS

We have integrated ESG responsibilities within our global compliance function to ensure readiness, consistency, and accountability. We view regulations such as the EU Corporate Sustainability Reporting Directive (CSRD) and California's Climate Corporate Data Accountability Act (SB 253) not simply as obligations, but as drivers of stronger governance, better data, and more resilient supply chains.



STANDARDS & DISCLOSURE

We will align our ESG strategy and reporting with leading global frameworks, including the International Sustainability Standards Board (ISSB), the GHG Protocol, and the UN Sustainable Development Goals. We will report our progress through recognized platforms such as CDP and EcoVadis to ensure that our disclosures are grounded in transparent and comparable data.

TRENDS IN ESG STANDARDS AND REGULATIONS

Across jurisdictions, three converging trends will shape the operating environment for global freight and 3PL providers through 2026 and beyond.



1 MANDATORY CLIMATE AND GHG DISCLOSURE BECOME THE NORM FOR LARGE CUSTOMERS.

- CSRD in the EU, California's SB 253/261, New York's S9072A, Australia's ASRS and Japan, Switzerland, and Korea's ISSB-aligned standards ensure that major shippers need robust Scope 1-3 emissions data, including freight-related emissions.
- This is accelerating demand for standardized, verifiable emissions calculations at shipment, lane and customer level, and for clear methodologies aligned to the GHG Protocol and with third-party assurance.



2 HUMAN-RIGHTS AND LABOR-DUE-DILIGENCE OBLIGATIONS EXTEND INTO LOGISTICS CHAINS.

- EU CSDDD (even in narrowed form), national supply-chain due-diligence acts (such as Germany's) and proposed legislation in North America require companies to identify, prevent and mitigate human-rights and labor-rights risks in their operations and value chains, including transport and warehousing.
- For 3PLs, this means higher expectations on fair pay, working hours, occupational safety, freedom of association, responsible recruitment, and grievance mechanisms for direct employees and subcontracted drivers, as well as formal supplier-screening, audits and remediation processes.



3 ENFORCEMENT AND GREENWASHING RISK INTENSIFY, EVEN WHERE OBLIGATIONS ARE PHASED OR NARROWED.

- Regulators and plaintiff-law firms are increasingly targeting misleading sustainability claims and inadequate ESG due-diligence systems, leading to litigation and reputational damage.
- Logistics providers that overstate "carbon-neutral" or "zero-emission" services without defensible evidence face regulatory action under consumer-protection, financial-services and advertising rules, as well as contract disputes with large corporate customers.

For SEKO and our partners, this landscape implies that credible ESG performance in both environmental (GHG) and social (labor, human rights, communities) dimensions is now a core commercial requirement rather than a discretionary initiative. Robust data systems, governance, and due diligence processes will be essential to remain a preferred partner to multinational customers navigating rapidly tightening ESG and sustainability regulations.

ESG GOALS UPDATE

SEKO first introduced its short and long-term ESG goals in 2021. After five years of gaining deeper insight into our most material areas of impact and the evolving ESG landscape, we have a more informed understanding of which commitments are both meaningful and achievable. As part of this progress, we are reviewing our original objectives and refining our long-term ESG strategy to ensure our goals remain aligned with SEKO's values, reflect operational realities, and maintain measurable accountability. Interim updates to our current short and long-term goals are included in this year's report.

We will be conducting a Double Materiality Assessment (DMA) in 2027, and we look forward to presenting the results of the DMA along with any updates to our goals in next year's Annual ESG Report.

2026 GOALS

By 2027, SEKO will advance and formalize its Women in Logistics Leadership (WILL) program within all SEKO owned offices and expand participation to SEKO agents by 2028.

Executive training on all key Environmental, Social, and Governance areas of focus by 2027.

Greenhouse Gas Inventory completed on all SEKO-owned/leased facilities in 2023 (goal met); goal of completing audits in all agents and partners by 2027

Scope 1 & 2 Goal

Carbon Neutral across all direct control emissions at SEKO Owned/Leased facilities by 2050.

Scope 3 Goal

Interim targets across all scopes and details of Scope 3 targets by category to be announced in 2027.

SEKO will prioritize partnerships with carriers that show measurable ESG progress and credible carbon reduction pathways, strengthening alignment and maturity across the value chain. Having achieved the target of contracting 80% of business with third-party carriers with established sustainability goals.

100% of employees trained on ESG by 2027 and ongoing annual training for new and current employees.

UPDATE

SEKO recognizes that diversity varies significantly from country to country and, as such, the idea of diversity goals within each office is not always practical or culturally appropriate.

Given the cultural variability of diversity priorities across global regions, SEKO will transition from office level diversity targets to a unified global initiative.

SEKO's new diversity goal will instead focus on strengthening our WILL program – Women in Logistics Leadership.

The revised short-term goal places greater emphasis on equipping executives with ESG related leadership skills, with updated training scheduled for completion by 2027.

Because most of SEKO's emissions come from customer-directed freight movements, our greatest impact lies in enabling client decarbonization. SEKO will continue to focus on delivering robust emissions reporting, expanding access to credible low-carbon freight options, and working with customers to identify and execute reduction opportunities across their supply chains.

While we continue to advance reductions in Scope 1 and 2 emissions, areas fully within our operational control, our Scope 3 strategy centers on transparent data, client empowerment, and scalable pathways to lower-carbon transport. Through these efforts, SEKO supports customers in driving measurable progress toward their own climate goals.

This goal has been achieved, and SEKO will continue strengthening partnerships with carriers that demonstrate measurable progress toward their own ESG commitments.

Our focus will shift toward supporting suppliers who demonstrate credible pathways toward carbon reduction, ensuring alignment and maturity across the value chain.

SEKO will deliver ESG training tailored to roles with material ESG responsibilities, ensuring employees in high impact functions receive targeted, practical instruction that drives measurable behavioral change.

ENVIRONMENT



GREENHOUSE GAS REPORTING

GREENHOUSE GAS COLLECTION METHODOLOGY

SEKO Logistics uses the Greenhouse Gas (GHG) Protocol for its carbon accounting. The GHG protocol divides emissions responsibility into three scopes. As an asset-light logistics company, we apply the operational control approach.

SCOPE 1:

Emissions directly produced by assets we own and operate like heating, transportation fuels, and refrigerants.

SCOPE 2:

Purchased and generated electricity.

SCOPE 3:

Emissions from activities not directly controlled by SEKO but influenced through procurement or service delivery. This includes categories like Strategic Partner Locations, employee commuting, business travel, waste, and our carrier's emissions.

CARBON DIOXIDE EQUIVALENT:

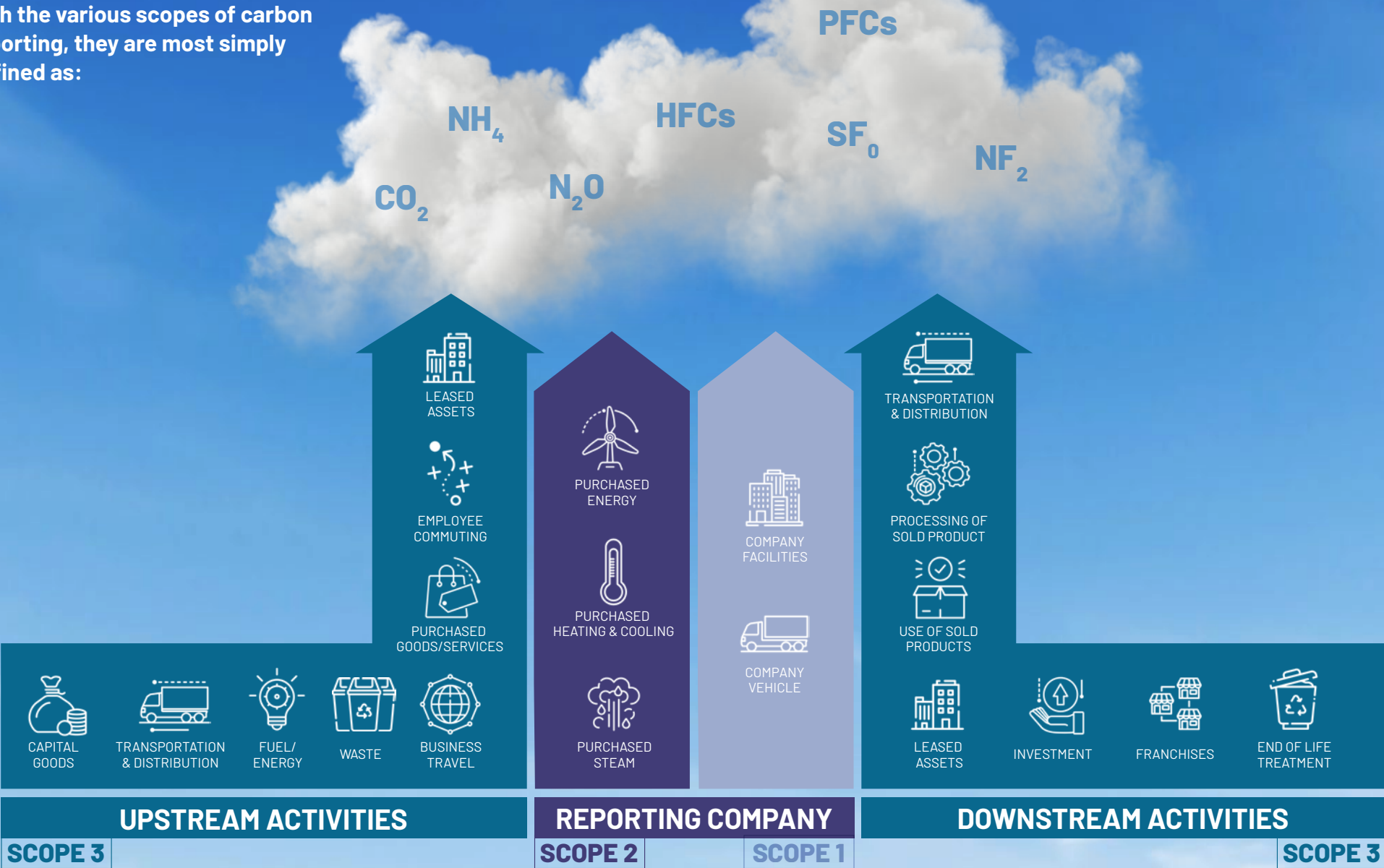
This is the unit that emissions are calculated in. Most emissions are recorded in metric tons or in kilograms of CO₂e. Since there are multiple types of emissions and they all have different warming potentials, this unit allows those to be added together and compared.

GREENHOUSE GAS INVENTORY:

The industry name for "carbon footprint." It is a centralized record of sources of emissions categorized by scopes.

SEKO EMISSIONS

For those not intimately familiar with the various scopes of carbon reporting, they are most simply defined as:



SEKO EMISSIONS STRATEGY AND ROADMAP

As an asset lite logistics provider, we believe that our greatest emissions impact lies in enabling client decarbonization through access to lower emissions transportation solutions. SEKO will continue to focus on delivering robust emissions reporting, expanding access to credible low carbon freight options, and working with customers to identify and execute reduction opportunities across their supply chains. While we continue to advance reductions in Scope 1 and 2 emissions, areas fully within our operational control, our Scope 3 strategy centers on transparent data, client empowerment, and scalable pathways to lower carbon transport. Through these efforts, SEKO supports customers in driving measurable progress toward their own climate goals. As covered in the Goals section of our report, we are conducting a Double Materiality and goal review process in 2027, and we are looking forward to sharing more details and metrics in future roadmap sections.

SEKO 2024-25 EMISSIONS

SEKO began its emissions tracking with our 2022 Scope 1 and Scope 2 emissions for nineteen (19) of our corporate facilities and our Scope 3 freight emissions. Starting with a preliminary inventory enabled us to test data-collection processes, validate assumptions, and prepare for expanded coverage. In 2024, we largely completed our goal of a complete Scope 1 and Scope 2 GHG inventory after establishing our baseline as 2023.

In addition, SEKO has started to track water usage. Water may not have a “carbon footprint” but water is a critical resource and understanding how much is used is an important component of responsible resource management.

Scope 1 & 2 Emissions MTCO ₂ e Summary				
	2022	2023	2024	2025
Electric		2,243.8	3,215.8	2,849.1
Natural Gas		828.8	1,033.8	1,213.2
Diesel		0.4	8.4	2.6
Propane		255.3	359.4	182.4
Refrigerants		0.00	65.8	0.1
Vehicles		717.6	258.5	630.5
Total	2,473.9	4,045.9	4,941.8	4,878.0

Table 1: Total emissions accounted from 2022 to 2025, based on the calendar year. Vehicles emissions stated are SEKO owned and or leased. Carrier emissions are covered by Scope 3.

MTCO ₂ e Emissions Summary per Facility				
	2022	2023	2024	2025
Electric		37.40	41.23	35.17
Natural Gas		13.81	13.25	14.98
Diesel		0.01	0.11	0.03
Propane		4.25	4.61	2.25
Refrigerants		0.00	0.84	0.00
Vehicles		11.96	3.31	7.78
Total	130.20	67.43	63.36	60.22

Table 2: Emissions per count of owned or leased warehouses and office space.

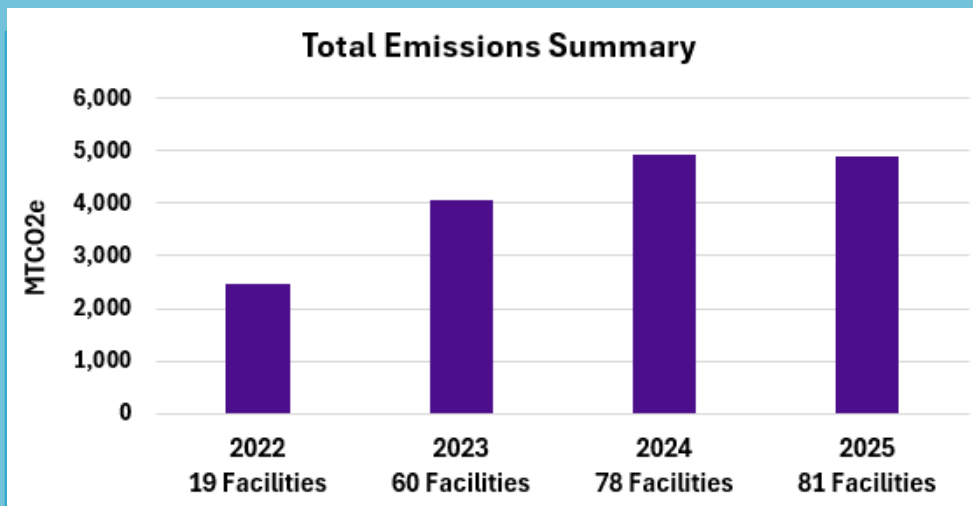


Figure 1: Total emissions measured in each year.

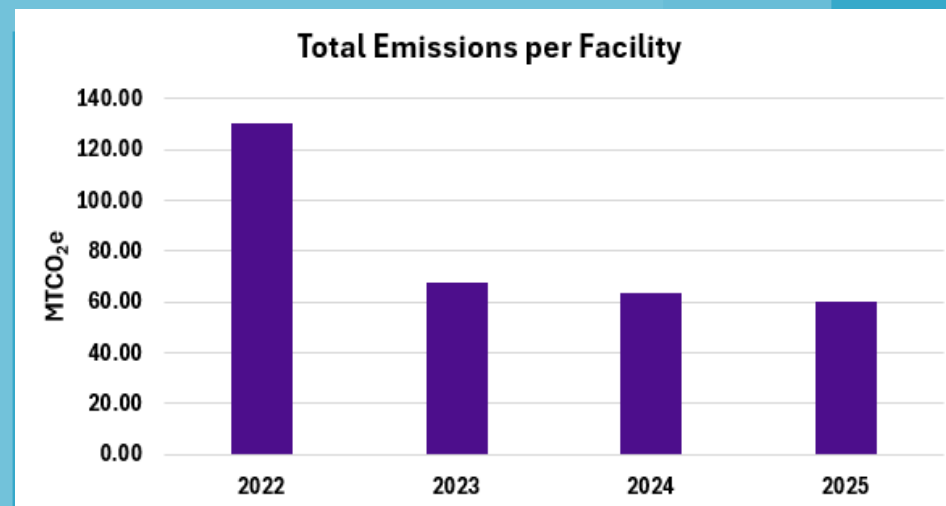


Figure 2: Average emissions per facility, by year.

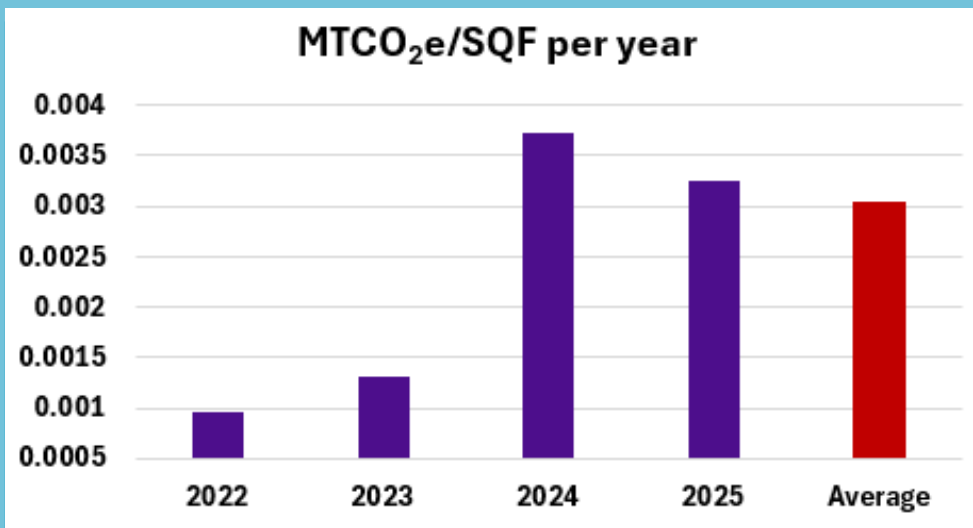
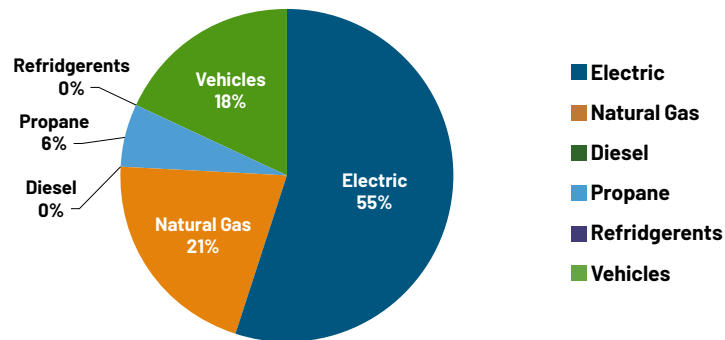


Figure 3: MTCO₂e/SQF, by year, for every facility (warehouse, office, or/and both).

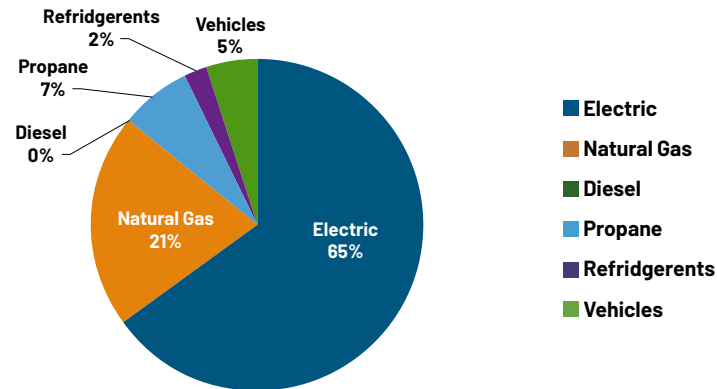
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2023 Emissions by Source



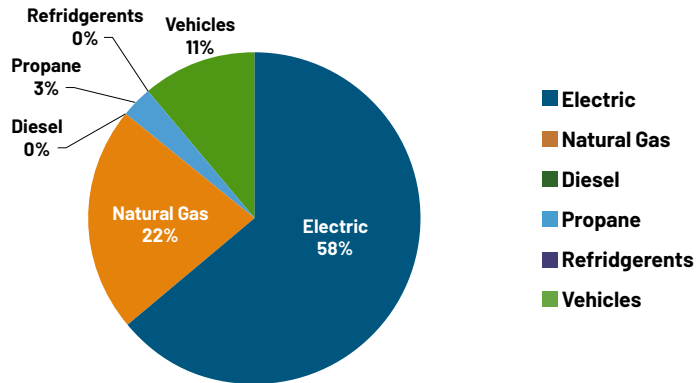
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2024 Emissions by Source



5C

2025 Emissions by Source



% of Emissions by Source per Year

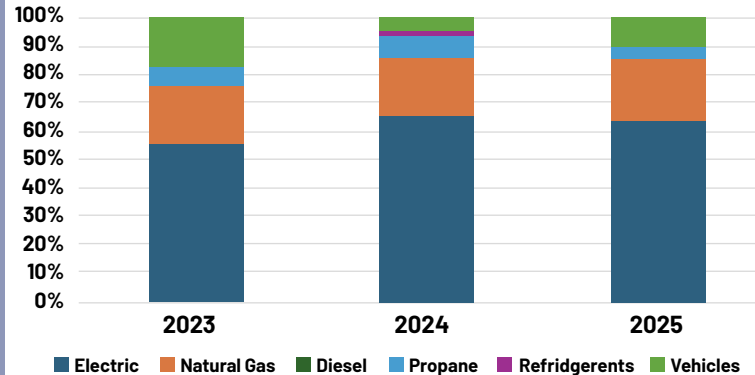


Figure 5, a-c: This shows emissions broken down by source of emissions for Scopes 1 and 2. Electric is the only source in Scope 2, and all other sources are part of Scope 1. All sources measure in MTCO₂e.

Figure 6: This shows the percentage of each source that makes up the inventory by year. 2022 inventory does not have categories by source.

DATA ANALYSIS

SEKO's previous ESG report contained data from 2023, which increased by 22% when calculating emissions for the 2024 calendar year, 4,045.88 MTCO₂e (Figure 1). This 22% increase is attributed to incorporating emissions data for an additional 18 facilities. (Figure 1).

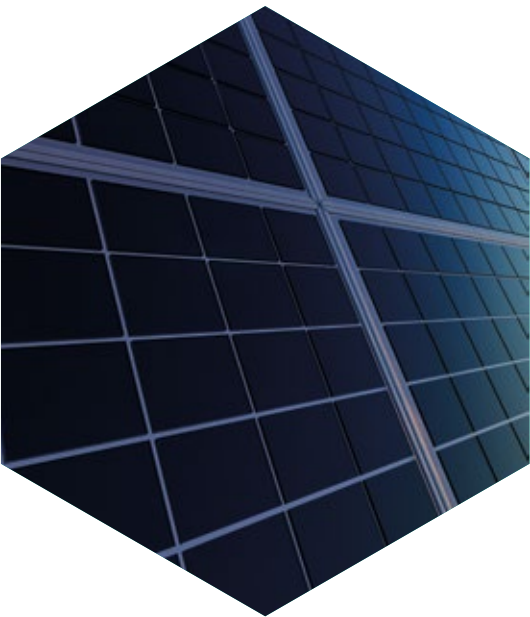
There is a balance between using the same methodology or striving for better methodology that improves year over year, getting closer to a full accounting of emissions emitted and attributed to an organization. The industry standard leans toward prioritizing better methodology. Given this standard, SEKO strives to gain the most accurate data. It is important to note the IPCC published new Global Warming Potentials (GWP) in August of 2024 which impacts our emissions calculations since methane, nitrous oxide, and refrigerants reflect more accurate rates of warming. To better reflect this, we calculate emissions divided by area. Figure 3 shows the average MTCO₂e per SQF each year. Per GHG protocol, we collected data with the largest sources of emissions. Warehouses have a larger footprint than office space. As our inventory expanded from only warehouses to including all our offices, we witnessed an artificial increase in emissions per area due to each year's sample having an increased number of warehouses and offices. Further, warehouses produce more emissions, and per area offices tend to have a higher energy intensity.

IN-HOUSE CARBON CALCULATOR

In 2025, SEKO intentionally elected to have more control over our calculations, particularly the emissions factors and the ability to describe our methodology. We sought the ability to run climate scenarios with ease and be able to adjust factors without the need of a third-party. As such, we developed our own in-house carbon calculator utilizing publicly available and industry standard sources.

At SEKO, we seek to be a leader and an example for the logistics industry to meet our client's needs. We aim to have pride in our data calculations and to intelligently provide detailed explanations with the ability to adapt emissions deliverables to satisfy client requests. By executing calculations in-house, we can accommodate our client's carbon emissions data reporting requests, such as reporting by their fiscal year in lieu of calendar year.

We continue to enhance our calculator capabilities to include non-freight related (recycling, waste, employee travel, etc.) Scope 3 emissions.



SCOPE 3 FREIGHT EMISSIONS

SEKO freight emissions are calculated in accordance with the GLEC Framework and in alignment with the GHG Protocol. (See reference in appendix)

Total Freight Emissions and Intensity

The historical figures shown in this report have been recalculated following refinements to SEKO's in-house Scope 3 emissions calculator and the underlying calculation process. As part of our ongoing work to improve the accuracy, consistency and transparency of our emissions reporting, we have continued to update the calculator's methodology, assumptions and data inputs. These improvements resulted in a revised 2023 figure of 582.282 MT CO₂e, replacing the 436.038 MT CO₂e figure published in the 2023-2024 ESG Report. The original and restated figures should not be compared directly; the restated result provides a more consistent basis for reviewing performance across 2023, 2024 and 2025.

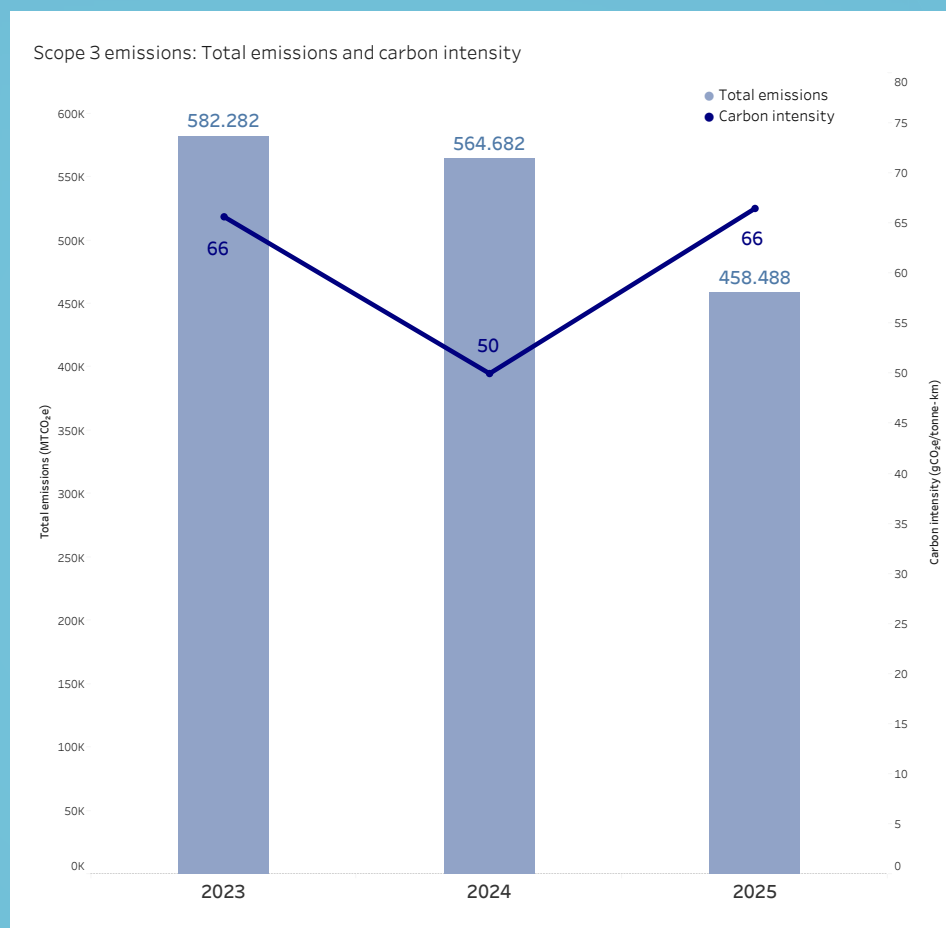


Figure 7. Scope 3 freight emissions and carbon intensity, 2023-2025.
Source: SEKO in-house carbon calculator.

OBSERVATIONS ON YEAR OVER YEAR CHANGES IN FREIGHT EMISSIONS

In 2025, SEKO's reported Scope 3 transport emissions continued to decrease, reaching 458.488 MTCO₂e, compared with 564.682 MTCO₂e in 2024 and 582.282 MTCO₂e in 2023. This represents a 19% year-on-year reduction and a 21% reduction compared with 2023. The decrease was broadly aligned with lower activity levels, as shipment count declined by 17% and transported weight declined by 16% over the same period.

However, total emissions should be interpreted together with carbon intensity. In 2025, emissions intensity increased from 50.0 to 66.5 gCO₂e/tonne-km, indicating that while the overall footprint decreased, the carbon efficiency of the transport activity weakened compared with 2024. This suggests that the reduction in total emissions was primarily volume-driven, while changes in lane mix, transport distance, consolidation levels or shipment profile may have increased emissions per tonne-km.

Air freight recorded the largest reduction in absolute emissions in 2025 and remained the largest contributor among the three reported modes. Road and sea freight also recorded lower emissions year on year. These results mainly reflect changes in the scale and composition of freight activity. The increase in overall carbon intensity shows that lower absolute emissions did not translate into improved carbon efficiency across the network.

The data presented above does not include e-commerce movements, as the required information is not yet available in a sufficiently complete and consistent format. We are actively working to strengthen the collection and consolidation of e-commerce data across our global operations to improve the completeness, consistency and transparency of future reporting and enable a more accurate assessment of e-commerce-related freight activity and associated emissions.

Transport mode	2024 emissions (MT CO ₂ e)	2025 emissions (MT CO ₂ e)	Year-on-year change
Air freight	373,565	202,199	-45.9%
Road freight	41,169	30,511	-25.9%
Sea freight	149,948	122,186	-18.5%

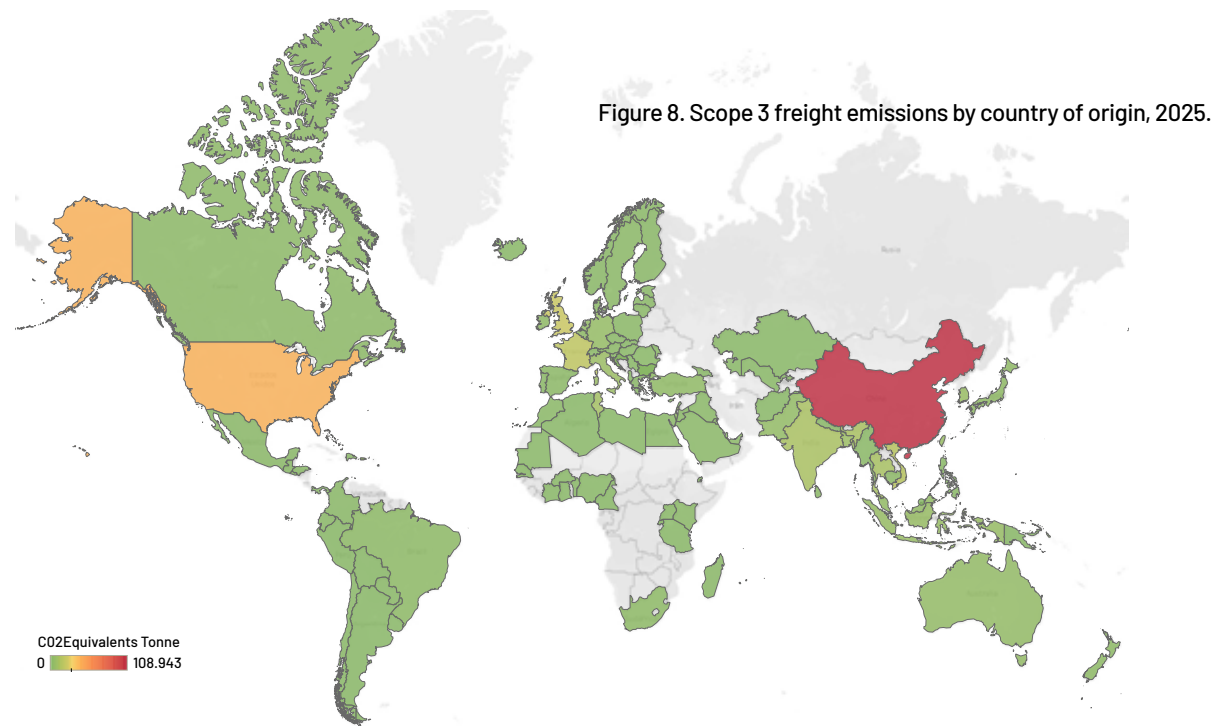
Table 3. Freight emissions by transport mode, 2024–2025.



BY GEOGRAPHY

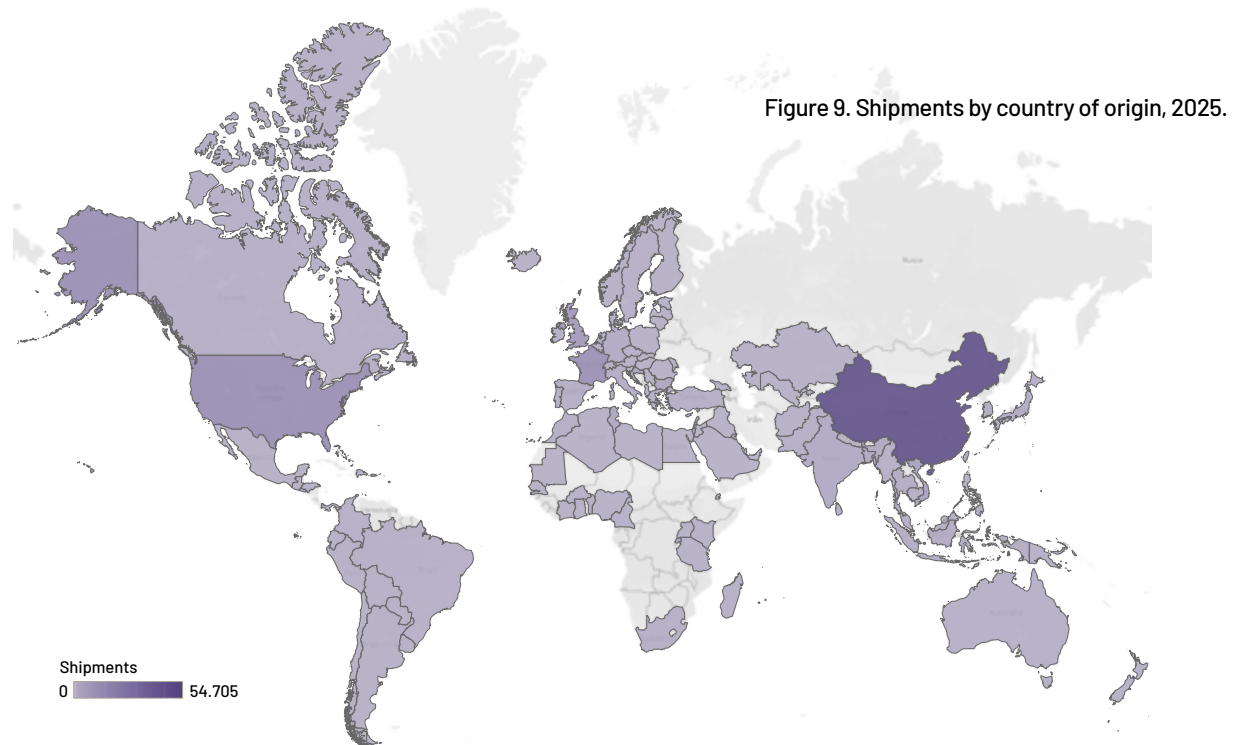
CO2e BY ORIGIN COUNTRY

The country-level emissions map shows that SEKO's Scope 3 footprint is concentrated in a limited number of origin markets, with China standing out as the largest emissions hotspot and the United States also representing a significant contributor. This concentration is consistent with the shipment distribution map, where China also appears as one of the highest-volume origin countries.



SHIPMENTS BY ORIGIN COUNTRY

The shipment distribution by origin country provides important context for interpreting the emissions map. China's high emissions are partly explained by its role as a major origin market, but the relationship between shipment volume and emissions is not always linear. Emissions are also influenced by transport mode, shipment weight, distance, routing and consolidation.



Comparing shipment volume with emissions by country allows SEKO to distinguish between volume-driven hotspots and intensity-driven hotspots. Volume-driven hotspots may benefit from scalable operational improvements such as consolidation, carrier engagement and routing optimization. Intensity-driven hotspots require a deeper lane-level review to understand whether emissions are being driven by air freight usage, long-distance routes, low shipment density or specific customer service requirements.

China is the clearest hotspot in the 2025 dataset, recording approximately 108.9 MTCO₂e, and represents the highest shipment volume, with approximately 54,700 shipments. Its prominence in both maps indicates that a significant part of the country's emissions contribution is associated with the scale of freight activity originating there.

The United States also represents a significant source of reported emissions, although the comparison between the two maps shows that shipment count alone does not fully explain the geographic distribution of the footprint. Some countries with relatively high shipment volumes show a lower emissions contribution, while others generate a greater share of emissions relative to their shipment count.

The country maps should therefore be used together. The shipment map shows where activity is concentrated, while the emissions map identifies the origin markets with the greatest effect on SEKO's Scope 3 footprint. Markets that rank highly on

both measures, particularly China and the United States, offer the greatest opportunity for broad customer and carrier engagement. Countries whose emissions appear high relative to their shipment volume may require a more targeted lane-level review to understand whether the result is driven by air freight, distance, shipment density or service requirements.

This analysis allows SEKO to focus its reduction efforts on the parts of the network where they are most likely to have a material impact. Depending on the market and lane, the available measures may include shipment consolidation, modal alternatives, routing review, carrier engagement and access to lower-carbon fuels. For air-intensive international movements, Sustainable Aviation Fuel remains an important reduction pathway, while road-focused markets may offer opportunities through electric vehicles, alternative fuels and improved load utilization.



UNITED STATES 2024 & 2025 BY STATE

Within the United States, emissions are concentrated in a limited number of origin states rather than being evenly distributed across the country. California, Ohio, Texas and Florida are among the most relevant state-level contributors in 2025, which is consistent with the geographic pattern observed in 2024. This concentration suggests that a targeted state-level approach may be more effective than broad, network-wide measures.

State-level hotspots can reflect several operational drivers. High-emission origin states may represent opportunities to review consolidation, carrier selection, routing, electric vehicle adoption for short-haul movements, or alternative fuel availability for regional trucking. Following the same roadmap effort mentioned before, by identifying the states where emissions are concentrated, SEKO will prioritize engagement with carriers, customers and internal operations teams in the locations where improvement efforts are likely to have the greatest impact.

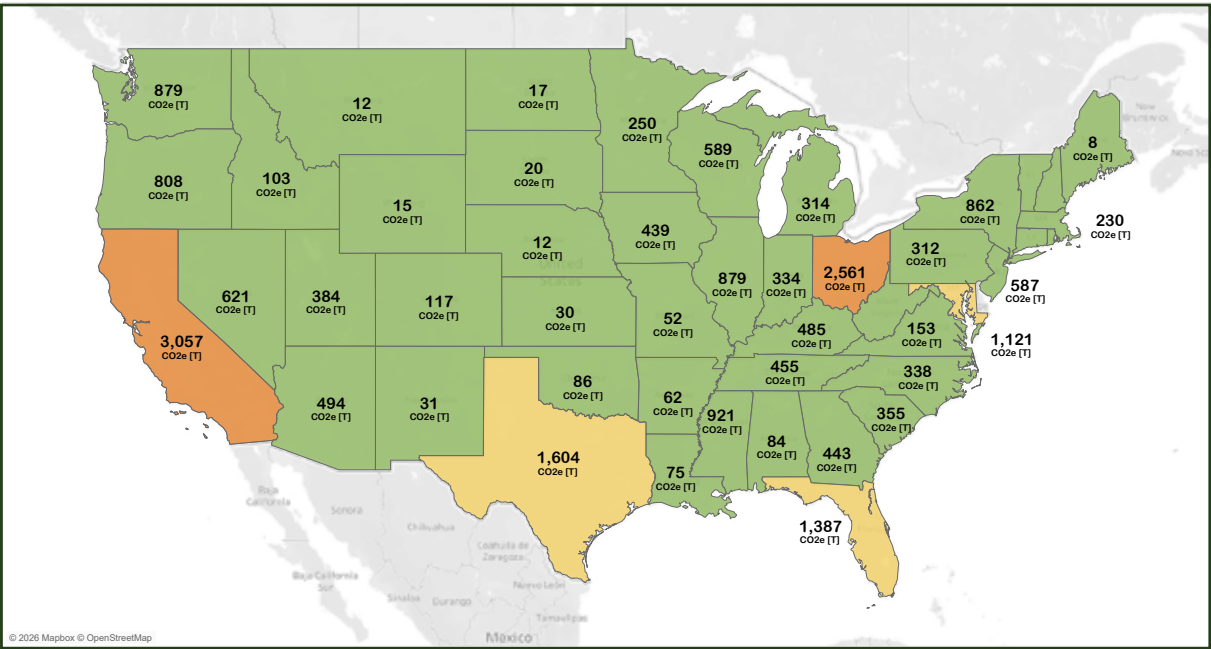


Figure 10. Scope 3 freight emissions by U.S. state of origin, 2025.

ENVIRONMENTAL INITIATIVES

SMART FREIGHT CENTRE

SEKO's membership in the Smart Freight Centre (SFC) is a crucial component of our commitment to credible, data-driven decarbonisation. As the leading global organisation dedicated to harmonising freight emissions standards, SFC provides the frameworks, methodologies and industry collaboration needed to advance transparent and consistent carbon reporting. Through our involvement in SFC working groups, conferences and data-exchange pilots, SEKO contributes to and benefits from the development of unified calculation standards, such as the GLEC Framework, that underpin accurate Scope 3 emissions reporting. This membership strengthens SEKO's ability to offer reliable carbon data to clients, accelerate adoption of low-emission solutions, and remain fully aligned with global best practice as the logistics sector transitions toward net-zero freight. As part of our membership with SFC, SEKO sent representatives to recent SFC Spring and Fall Member meetings. These conferences are critical in remaining close to industry trends, developments and innovative solutions.

SUSTAINABLE AVIATION FUEL

Sustainable Aviation Fuel (SAF) remains the only true and immediately available solution for the reduction of Greenhouse Gases in airfreight.

Over this reporting period, SEKO has played an instrumental role in delivering the largest single SAF contract for United Airlines cargo, helping to broker a 7-figure purchase of Sustainable Aviation Fuel with a client who wishes to remain confidential.

At the Air France KLM Martinair Cargo Sustainability Summit in Hong Kong in early 2025, Laurent Deneubourg, VP Global Head of Airfreight, accepted a certificate recognizing SEKO Greater China's participation in the AF KLM Cargo Sustainable Aviation Fuel (SAF) Program, an important milestone in our journey to decarbonize air freight. This is the third consecutive year that SEKO have purchased SAF to support our sustainability journey.

Hosted at the Residence of the Consul General of the Kingdom of the Netherlands at the Peak, the event showcased AF KLM Martinair Cargo's commitment to responsible SAF sourcing and advancing a more sustainable air freight future.

ZEMBA MEMBER

The Zero Emission Maritime Buyers Alliance (ZEMBA) represents one of the most significant industry collaborations aimed at accelerating the adoption of zero-emission fuels in ocean freight. By aggregating demand from leading global shippers, ZEMBA enables the early commercialisation of e-fuels, such as green methanol and green ammonia, which are essential to decarbonising long-haul container shipping. For SEKO, participation in and alignment with initiatives like ZEMBA is critically important. It positions us to facilitate low-carbon ocean freight solutions for our clients as these fuels become available, ensures we remain at the forefront of industry innovation, and strengthens our role as an enabler of credible decarbonisation pathways across the supply chain.



GLOBAL SEKO BRANCH SUSTAINABILITY INITIATIVES

COUNTRY	SUSTAINABILITY INITIATIVE
FRANCE	• ISO 9001 and 14001 • Top 30% carbon Bronze and EcoVadis Commitment badge • Equipping its new Saint-Quentin-Fallavier site with photovoltaic installations to produce a substantial portion of the energy requirements for the site. • Switching to 100% green electricity at its Tremblay-en-France site.
AUSTRIA	• DNGB/OGNI certification as verification that a building/project is sustainable across environmental, economic, social and technical dimensions rather than simply focusing on energy or green features.
ICELAND	• Running on 100% sustainable renewable energy resources (hydropower/geothermal and wind)
COLOMBIA	• Solar panels producing 85% of their total energy requirements.
JAMAICA	• Solar panels producing 75% of their total energy requirements.
ITALY	• Solar panels producing over 30% of electricity requirements, which includes the charging for • 22 EV trucks and warehouse forklifts • ISO 14001 certification since 2008
CROATIA	• Programming to turn off devices when idle for 30 minutes and climate system that is programmed to save energy
MYANMAR	• Comprehensive recycling program, the use of energy-efficient LED lighting throughout the facility and CSR activities such as planting, activities of green offices; saving energy, waste classification at workplace
CYPRUS	• All electric equipment used in the facility, A/C and fridge set to energy efficiency.
THAILAND	• Use EV trucking companies for pick ups of freight.
PHILIPPINES	• Solar panels producing more than 30% of their total energy requirements.
PORTUGAL	• Generated 91,598.00 kWh renewable energy

UK AND IRELAND IN THE SPOTLIGHT

SEKO UK and Ireland have become the company's proof of concept focus when it comes to ESG, CSR, and carbon accounting. Our objective was to trial in-depth data gathering before generalizing this over the entire company. This enabled us to refine the finer points of the data gathering process before expanding our breadth of reporting.

The strategy within SEKO UK and Ireland continues to prioritize three pillars: planet, people and partnership. We believe that this will not only contribute positively to the community but helps cultivate a work environment that employees feel proud of and can thrive within.





PLANET

- SEKO partnered with a company called Terra Further to do an in-depth GHG inventory for 11 facilities. Aligned with our wider corporate inventory approach, the inventory is done with the GHG protocol and under operational control.
- Total emissions (including all three scopes) are 22,783.06 MTCO₂e. Freight makes up 90% of Scope 3 emissions. As an asset-light freight forwarder, this is not surprising.
- Excluding freight:
Scope 3 still makes up 80% of total emissions with Scope 2 making up 15% and Scope 1 making up 5%.
- While we have summarized emissions above, this detailed inventory now gives us a granular understanding of every emissions source, enabling us to build a roadmap toward carbon neutrality. You cannot reduce what you do not know, which is why detailed data collection and on-going reporting play such a key role.
- Our goal is to reduce Scope 1 and Scope 2 emissions in the UK and Ireland by 42% by 2030 to align with under 1.5° C targets and then a further 90% by 2050.

PEOPLE AND PARTNERSHIP

- UK and Ireland achieved meaningful ESG progress in the past year with achievements like finalizing living wage accreditation, designed sustainability training and creating a local supplier Code of Conduct to strengthen sustainable procurement and ensure alignment with suppliers' ESG commitments.
- Our recent EcoVadis' submission for UK and Ireland placed us in the 96th percentile with a score of 78/100!
- This year we established our baseline emissions for Scope 1, 2 and 3 and set targets to reduce our emissions to align with 1.5°. Additionally we set intentional goals to reduce waste in Scope 3 and develop an internal environmental policy.
- We prioritize employee safety through implementing ISO9001 across all the UK and Ireland sites, ensuring employee feedback systems so employees can report anonymously, aiming to eliminate workplace incidents and providing private medical care as a benefit.
- SEKO UK and Ireland also have the goal of becoming a Living Wage Employer and publishing their first gender pay gap report by the end of 2025.



A young girl with dark hair, wearing a blue dress with white polka dots, is holding hands with an adult's hand through the glass of a car window. The adult is wearing a blue long-sleeved shirt. The scene is set outdoors with a warm, golden light, possibly from the sun. The car window is in the foreground, and the background is blurred.

SOCIAL

HUMANITARIAN FREIGHT VERTICAL



A Message from Brian Bourke, CCO of SEKO Logistics

As a provider of global freight services, having business relationships throughout the world with air/shipping lines and customs brokers, SEKO believes that we have an obligation to assist in times of need. 2022-23 saw us making our first material contributions in the space of humanitarian freight forwarding. 2023 - 2024 has seen SEKO working even more closely with our nonprofit partner, Airlink, while receiving amazing support from several of our airline partners, like United and Virgin Atlantic. Beyond our larger, more global support efforts, SEKO's offices have their own local initiatives that they get behind to support causes that are near and dear to their communities.

Diversity, Equity and Inclusion (DEI) is a hot topic, which can lead to debate not suited for this report. However, the broader concept of DEI as a principle - thinking and acting outside of the traditional constraints of business, especially in logistics, is something that SEKO values. In 2023, SEKO's Executives undertook online training in DEI, with the course providing significant information around the history, success and failures and case studies of the DEI movement. This provided insights, pros and cons, which our executive team were able to discuss and use to shape their own leadership, programs and policies that can be implemented to align with SEKO's company values.



From our experience in working closely with Airlink on humanitarian initiatives, SEKO have made the conscious decision to pursue the creation of a new specialist team – Aid and Relief. Partnerships between private sector and humanitarian actors support effective humanitarian response. The investment in setting up and managing the Aid & Relief team responsible for executing these challenging shipments is being made very much with alignment to our ongoing Airlink work. The opinion of our leadership team is that SEKO will be able to provide greater support to Airlink through the deepening of our global reach in delivering humanitarian aid.

Joining the SEKO team is Tuuli Turunen. Tuuli brings both a wealth of experience from the freight industry as well as humanitarian logistics, having worked both on private sector with id & relief clients in the past as well as with humanitarian organization on field level disaster response. Tuuli's passion for humanitarian operations brings infectious energy to this newly created team where solutions often are complex and extremely urgent.

"On any sudden onset of a humanitarian event, time is of the essence. When humanitarian organizations partner with logistics companies on long-term partnerships, the supply chain is more pliable and nimbler. The private sector can support in preparedness, at the immediate aftermath of an event, through the recovery phase and beyond to create additional, future, resilience."

Tuuli Turunen



Airlink is a global humanitarian organization delivering critical aid to communities in crisis by providing free airlift and logistical solutions to vetted nonprofit partners, changing the way the humanitarian community responds to disasters around the world.

Airlink leverages the power and speed of aviation to help communities in crisis worldwide, ensuring the right aid gets to the right place at the right time.

Over the last 18 months, SEKO have worked closely with Airlink on a number of global initiatives, including ongoing support for the humanitarian crisis as a result of the conflicts in Ukraine and Gaza, as well as navigating very challenging pathways to deliver aid to Sudan, and providing support following the earthquake in Venezuela.



SEKO LOCAL INITIATIVES

SEKO VIETNAM

SEKO Vietnam recently had the honor of spending a special morning with over 50 children at Thien Phuoc, a Ho Chi Minh City organization dedicated to caring for, rehabilitating, and educating disabled children and orphans. Together, we celebrated the Mid-Autumn Festival with games, gifts, and plenty of laughter.

Thanks to the generosity of our SEKO team, we were able to raise funds and provide essentials such as milk, nutritious food, diapers, and antibacterial soap.

The future looks greener thanks to our SEKO Vietnam team!

This month, they planted 150 trees in the Dong Nai Cultural and Nature Reserve and will care for them over the next four years, growing SEKO's commitment to more sustainable communities – one tree at a time.



SEKO LOCAL INITIATIVES INITIATIVES

SEKO HONG KONG

As with previous years.... SEKO Hong Kong is getting their hands dirty for a greener tomorrow! Every Monday, the team gathers at Sky Farm – 11,840 sq. ft. of green space right on the rooftop next to their office – to learn, plant and harvest alongside farming experts.

As part of Sino Group's hashtag#FarmTogether initiative, SEKO is proud to promote sustainability and well-being, with over 40 types of crops, one seed at a time. So far, the team has planted kale and chilis and harvested radishes, cabbage and more from last year's crop!



SEKO LOCAL INITIATIVES INITIATIVES

SEKO BANGLADESH

Our SEKO Bangladesh team proudly sponsored Let's Run 98 once again – a dynamic fun run in the heart of Dhaka! Powered by SEKO, our employees teamed up with local students for an exhilarating two-round, 5KM run through the city. This event promotes health, fitness and community spirit while showcasing the benefits of staying active.



Kate Yates - Head of Marketing for EMEA

W.I.L.L. – WOMEN IN LOGISTICS LEADERSHIP

Kate Yates, our newly appointed Head of Marketing for EMEA, on being named Supply Chain Leader of the Year at the 2025 everywoman Transport & Logistics Awards!

This recognition celebrates the leaders shaping the future of logistics – and Kate is doing just that. Her vision, expertise and passion for progress make her an incredible asset to SEKO and a powerful role model for women in our industry.

We're proud to have her on the team and excited for what's ahead!

GOVERNANCE

A person in a red hoodie stands on a rocky peak, looking out over a vast, forested valley at sunset. A large, transparent, curved glass structure is superimposed over the scene, framing the view.



"Compliance is more than a requirement at SEKO—it's a cornerstone of how we protect our people, our clients and our reputation in an increasingly complex global environment. I'm passionate about building strong, transparent frameworks that enable our teams to move fast while staying aligned with evolving regulations and ethical expectations. As SEKO strengthens its governance foundations and expands its global initiatives, I'm excited about the future we're shaping—one where integrity and innovation go hand in hand."

A MESSAGE FROM **VANESSA RAMBO**

Global Chief Compliance Officer
at SEKO Logistics



GOVERNANCE, ETHICS, AND RESPONSIBLE BUSINESS CONDUCT

SEKO's ESG and sustainability program is overseen by the Chief Compliance Officer, with escalation to the Chief Legal Officer and oversight from the Board of Directors. This structure supports accountability for sustainability-related risks, compliance obligations, and reporting responsibilities across the business.

SEKO integrates sustainability oversight into its broader compliance, legal, and operational framework. Supporting policies include the Code of Conduct and Ethics, anti-corruption and Foreign Corrupt Practices Act requirements, Conflict of Interest policy, Anti-Slavery and Human Trafficking Statement, Anonymous Reporting Hotline, employee handbook policies, confidentiality and privacy controls, and the Sustainable Procurement Policy.

SEKO maintains multiple channels for employees and associated parties to raise concerns, including management, Human Resources, Compliance, Legal, and confidential hotline reporting. Our policies prohibit retaliation for good-faith reporting and provide for investigation and corrective action where misconduct or policy violations are identified.

SEKO's policies also reflect a commitment to ethical employment practices and responsible supply chain conduct. SEKO prohibits forced labor, human trafficking, and unlawful child labor within its operations and among suppliers, subcontractors, and business partners, and sets expectations for voluntary work, lawful wages, legal working hours, and transparent employment practices.

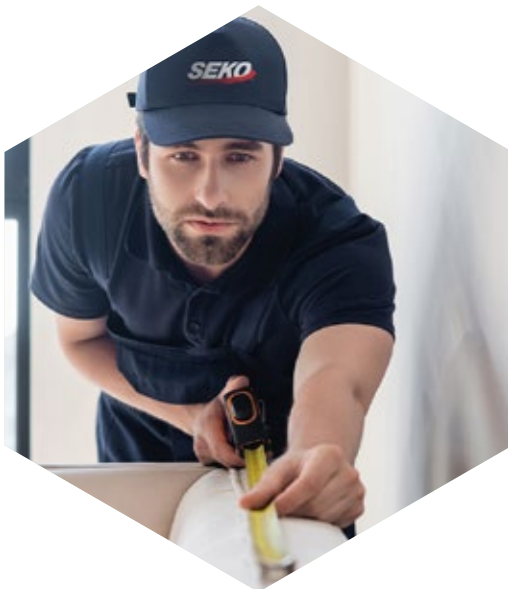
Within the value chain, SEKO is strengthening responsible procurement through enhancements to our supplier code of conduct, employee training on modern slavery and anti-bribery issues relevant to supplier vetting, sustainability evaluations of key suppliers, and compliance and safety oversight of carriers and related subcontractors.

Together, these measures support SEKO's objective of managing risk, reinforcing ethical business conduct, and improving the quality and credibility of sustainability-related disclosures as the ESG program continues to mature.

TRAINING AND DEVELOPMENT

SEKO supports employee development through required compliance training and broader learning opportunities that build capability across the business. Employees receive training relevant to their roles, jurisdictions, and applicable legal or regulatory requirements, and may be required to acknowledge completion and understanding of key policies.

In addition to mandatory training, SEKO encourages continuous learning and professional growth. Managers help identify team training needs and support development opportunities aligned with both business priorities and employee growth.



CYBER SECURITY

In today's digital age, the need for robust cyber security measures has never been more critical. As with most organizations, SEKO is increasingly reliant on digital infrastructure and, as a result, is exposed to the risks associated with cyber threats and their continuing escalation. Cyber security is essential for protecting sensitive data, safeguarding financial assets, and maintaining the integrity and reputation of our business.

SECURITY TECHNOLOGY

To protect the data and the availability of our technology that our customers depend on, SEKO deploys an array of people, processes, and technology to meet those goals.

These security technologies include:

- Modern backup technology
- Security awareness training performed frequently
- Email phishing test campaigns performed regularly
- Managed modern Endpoint detection and response (EDR) tooling
- Identity protection software to detect compromised credentials
- SaaS-based availability and performance monitoring tool
- Perform security testing including network, cloud, web, and API tests
- Vulnerability scanning
- Automated patching cadence of servers and PCs

- GRC (Governance, Risk Management, and Compliance) – Vendor Management, Risk Register
- Scheduled meetings with executive leadership regarding security
- Cloud environment built on zero-trust design principles
- API security to protect API calls
- MFA (Multi-Factor Authentication) enabled on user accounts
- Increased security enhancements in SEKO's collaboration and productivity applications
- Modern, zero-trust network access platform for remote access

CULTURE OF SECURITY

Cyber Security goes well beyond the IT department. Many modern threats utilize low-tech means of entry into the systems of corporations. This means that companies need to engrain the concepts of security into the culture of a business. Making our people aware of the various threats that exist and reminding them to be ever vigilant is a continuous process at SEKO.

Employees participate in quarterly security awareness training to increase their ability to identify malicious emails and secure the company from attackers. It takes everyone, at all levels, to secure today's modern enterprises.



"SEKO continues to modernize our security program to protect availability of systems and customer data."

Kris Arthur,
Chief Information Security Officer

APPENDIX I: ESG REPORTING BASIS AND FRAMEWORK ALIGNMENT

1. Reporting Basis Overview

SEKO Logistics' ESG disclosures for the **2025 reporting year** are prepared on a **calendar-year basis** and reflect global operations under the **operational control boundary**, including owned and leased facilities. Material **Scope 3 emissions**, particularly third-party freight activities, are included where data is available.

Environmental data is calculated using the **Greenhouse Gas (GHG) Protocol (Scopes 1-3)** and the **Global Logistics Emissions Council (GLEC) Framework** for freight emissions. Disclosures are aligned with leading global frameworks, including **ISSB (IFRS S1/S2)**, **UN SDGs**, and supported through reporting platforms such as **CDP and EcoVadis**.

Emissions calculations are supported by **SEKO's in-house carbon calculator** and publicly available emissions factors. Where data gaps exist, **estimates are applied using intensity-based methodologies**, with assumptions disclosed transparently.

Ongoing improvements in data quality, methodology, and boundary coverage may result in **year-over-year comparability impacts**. SEKO prioritizes accuracy and transparency and may update prior disclosures as methodologies evolve.

As of the reporting period, ESG data **has not been externally assured**; however, SEKO is strengthening governance and controls in preparation for future assurance requirements.

2. ISSB / CSRD Cross-Reference Table

Topic	ISSB Reference (IFRS S1/S2)	CSRD / ESRS Reference	SEKO Approach
Reporting Period & Boundary	IFRS S1 – General Requirements (Entity Boundary)	ESRS 2 BP-1, BP-2	Calendar-year reporting; global operations under operational control, including owned/leased facilities; Scope 3 included where material
Basis of Consolidation	IFRS S1 – Reporting Entity	ESRS 2 BP-1	Operational control approach applied for all GHG emissions
Standards	IFRS S1 & S2 – Disclosure Framework Alignment	ESRS 2 BP-2 / ESRS 1 §119	Use of GHG Protocol, GLEC Framework, alignment with ISSB, UN SDGs, and participation in CDP/EcoVadis
Climate Metrics	IFRS S2 – Climate Metrics (GHG emissions)	ESRS E1-6 (GHG emissions)	Scope 1, 2, and 3 emissions calculated using GHG Protocol; freight emissions aligned to GLEC Framework
Data	IFRS S1 – Measurement Methods	ESRS E1-4 (Methodologies)	Combination of in-house carbon calculator, third-party tools, and public emission factors
Estimates & Assumptions	IFRS S1 – Estimation Uncertainty	ESRS 1 §75-77 / ESRS E1	Use of intensity-based estimates for electricity, waste, water, and activity data where direct data is unavailable
Data Quality & Limitations	IFRS S1 – Faithful Representation	ESRS 1 §79 / ESRS 2 BP-4	Transparent disclosure of data gaps, estimation use, and evolving data systems
Comparability	IFRS S1 – Consistency Over Time	ESRS 1 §136	Methodological improvements and expanded coverage may impact year-over-year comparability
Restatements	IFRS S1 – Changes in Methodology	ESRS 1 §137	Prior data may be updated or restated to reflect improved methodologies and accuracy (as applicable)
Assurance Status	IFRS S1 – Verifiability	CSRD Article 34 (Assurance)	No external assurance for current reporting period; governance and controls under development to support future assurance

3. Audit Readiness Statement

SEKO's ESG reporting framework is designed to align with **ISSB (IFRS S1/S2)** and emerging **CSRD (ESRS)** requirements, with a focus on:

- **Clear organizational boundary definition (operational control)**
- **Recognized, defensible methodologies (GHG Protocol + GLEC)**
- **Transparent disclosure of assumptions and limitations**
- **Progressive improvement in data completeness and controls**

APPENDIX II: GLOSSARY AND REFERENCES

Category	Reference / Source	Location / Document	Notes / Used for
Standards & Frameworks	Greenhouse Gas Protocol (GHG Protocol)	GHG Protocol website	Corporate GHG accounting and reporting approach for non-freight emissions (Scopes 1–3).
Standards & Frameworks	Global Logistics Emissions Council (GLEC) Framework v3.2	GLEC_FRAMEWORK_v3.2_21_10_25_1.pdf	Freight emissions calculation methodology; aligned with GHG Protocol.
Standards & Frameworks	International Sustainability Standards Board (ISSB) / IFRS Sustainability Disclosure Standards (IFRS S1 & S2)	IFRS website (ISSB knowledge hub)	Referenced as an external sustainability disclosure standard and regulatory alignment trend.
Standards & Frameworks	United Nations Sustainable Development Goals (UN SDGs)	UN SDGs website	Referenced as an external goal framework informing ESG strategy.
Standards & Frameworks	CDP (Carbon Disclosure Project)	CDP website	Referenced as a disclosure system used by companies and investors.
Standards & Frameworks	EcoVadis	EcoVadis website	Referenced as a supplier sustainability rating / assessment platform.
Standards & Frameworks	Smart Freight Centre (SFC)	Smart Freight Centre website	Referenced re: membership and industry harmonisation for freight emissions accounting.
Regulations & Legal References	EU Corporate Sustainability Reporting Directive (CSRD)	European Commission – corporate sustainability reporting page	Referenced in regulatory outlook and disclosure readiness context.
Regulations & Legal References	California Senate Bill 253 (Climate Corporate Data Accountability Act)	California Air Resources Board (CARB) – SB 253 tracking page	Referenced as a key driver of Scope 1–3 disclosure expectations.
Regulations & Legal References	California Senate Bill 261 (Climate-related financial risk)	California Air Resources Board (CARB) – SB 261 tracking page	Referenced in regulatory trend overview (climate risk disclosure).
Regulations & Legal References	New York State Senate Bill S9072A	NY State Senate bill page	Referenced as an additional jurisdictional disclosure trend.
Regulations & Legal References	Australia – Australian Sustainability Reporting Standards (ASRS) (AASB S1 and AASB S2)	AASB Digital Standards Portal	Referenced as an ISSB-aligned jurisdictional standard.
Methodology / Data Source	U.S. EIA – Commercial Buildings Energy Consumption Survey (CBECS) 2018, Table C14	EIA Table C14 PDF (footnote 1)	Electricity consumption intensity used for estimated facility electricity.
Methodology / Data Sources	U.S. DOE Alternative Fuels Data Center (AFDC) – dataset (ID 10310)	AFDC dataset page (footnote 2)	Vehicle emissions factors source referenced for fleet estimates.
Methodology / Data Sources	U.S. EPA – Emission Factors for Greenhouse Gas Inventories (2024 PDF)	EPA PDF (footnote 3)	Vehicle and waste emissions factors used in calculations.
Methodology / Data Sources	U.S. EPA (archive) – Volume-to-Weight Conversion Factors (April 2016 PDF)	EPA archive PDF (footnote 4)	Volume-to-weight conversions for waste and recycling estimation.
Partnerships	Zero Emission Maritime Buyers Alliance (ZEMBA)	Environmental Initiatives	Industry collaboration to accelerate adoption of zero-emission fuels in ocean freight.
Partnerships	Airlink	Social	Humanitarian logistics partner.

APPENDIX III: GHG EMISSIONS DATA QUALITY

2024 Data Quality Statement

We believe that transparency is foundational for carbon accounting. In disclosing the quality of data used, we strive to provide the most accurate reporting possible, while recognizing the limitations inherent in large-scale global measurement. For brevity, we've summarized our data collection practices and methodology below.

Electricity

We estimated electricity for 10 of our 78 corporate facilities using 5.7 kWh/SQF based upon estimated values from the EPA table C14 of the Electricity consumption and expenditure intensities, 2018. All emissions factors for electricity are located based, unless there are ERECs/GOs.

Natural Gas

All natural gas data is directly from metered sources.

Combustion

All on-site combustion (yard goats and forklifts) data is obtained from purchasing records and "consumed" on the date of purchase.

Vehicles

Vehicle emissions are calculated by mileage and an estimated average gas mileage by major vehicle type provided by the EPA's Emissions factors for GHG inventories.¹ We take into account carbon dioxide, methane and nitrous oxide compounds when calculating for computable fuels.²

Waste

Waste data is collected in both weight and in volume. All volume is converted to weight using an estimate of 450 pounds/cubic yard based upon the EPA archives.³ The EPA's emissions factors for GHG inventories were used to convert to emissions values. Where waste was unknown, we calculated the average waste and the average SQF and divided that to find the average waste per SQF. Using that value, we can estimate how much waste our facilities produce using area as the intensity measure. We estimate waste for 25 facilities, most of which were shared office space where waste is included in the building rent and consolidated with other tenants.

Recycling

Recycling data is collected and calculated similar to waste. Fifty-seven (57) of 81 facilities have recycling, with estimates used for 28 facilities.

Water

Water consumption estimates for 32 facilities were based the EIA's 2012 Commercial Buildings Energy Consumption Survey: Water Consumption in Large Buildings Summary.

2025 Data Quality Statement

All calculations were completed with our in-house carbon calculator. Emissions factors were used from publicly available sources, and each source is cited (including sources for conversions rates).

Electricity

Of the 81 corporate facilities in our inventory, we estimated electricity for 18. When estimating we use 5.7 kWh/SQF. When estimating for offices, we use 13.5 kWh/SQF. That is based of the estimated values from the EPA table C14 of Electricity consumption and expenditure intensities, 2018.⁴ When estimating for shared office and warehousing space, we used an intensity factor based on square footage of the building average among the four US regions. All our emissions factors for electricity are location based, unless there are RECs/GOs.

Emissions factors in the United States were based on the location of the facility and what eGrid Subregion the zip code is in^{5, 6}.

Natural Gas

5 sites had natural gas estimations. If a warehouse, we estimated 0.5019 Therms/SQF per year. For an office, we estimated 0.5961 Therms/SQF per year. If both activities are present, we used an intensity factor based on square footage of the building average among the four US regions. This is based on the estimated values from the EPA table C25, Natural gas consumption and conditional energy intensity by census region, 2018.⁷ EPA's emissions hub (2025) was used to make calculations. To convert units, we used the EIA's Energy conversion calculator⁸ and the GHG Protocol's Emission Factor's for Cross Sector Tools⁹.

Combustion

All on-site combustion data (excluding vehicles) is directly from purchasing records and "consumed" on the date of purchase. This includes our yard goats and forklifts. EPA's emissions hub was used for carbon calculations¹⁰. To convert lbs to gallons, we used LIQUEFIED GAS CONVERSION CHART from the Alaska Department of Energy and Conservation¹¹.

Vehicles

Vehicles are based off mileage and estimated average gas mileage by major vehicle type. The emissions values for each major vehicle type are taken from the EPA's Emissions factors for GHG inventories.¹² We take into account carbon dioxide, methane and nitrous oxide compounds when calculating for computable fuels¹³.

Refrigerants

We ask every facility if they have consumed or purchased any refrigerants annually. We assumed no refrigerants were emitted or released unless we have documents that shows that refrigerants were purchased.

¹ <https://afdc.energy.gov/data/10310>

² <https://www.epa.gov/system/files/documents/2024-02/ghg-emission-factors-hub-2024.pdf>

³ <https://archive.epa.gov/wastes/conserve/tools/rogo/web/pdf/volume-weight-conversions.pdf>

⁴ <https://www.eia.gov/consumption/commercial/data/2018/ce/pdf/c14.pdf>

⁵ <https://www.epa.gov/system/files/documents/2025-01/ghg-emission-factors-hub-2025.pdf>

⁶ <https://www.epa.gov/egrid/power-profiler/>

⁷ <https://www.eia.gov/consumption/commercial/data/2018/ce/pdf/c14.pdf>

⁸ <https://www.eia.gov/energyexplained/units-and-calculators/energy-conversion-calculators.php>

⁹ https://ghgprotocol.org/sites/default/files/2024-05/Emission_Factors_for_Cross_Sector_Tools_V2.0.0.xlsx

¹⁰ <https://www.epa.gov/system/files/documents/2025-01/ghg-emission-factors-hub-2025.pdf>

¹¹ <https://dec.alaska.gov/media/18793/gasconversionchartpublic.pdf>

¹² <https://afdc.energy.gov/data/10310>

¹³ <https://www.epa.gov/system/files/documents/2024-02/ghg-emission-factors-hub-2024.pdf>

For international electricity factors refer to the chart below:

Country/region	Year	Source
Australia	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
New South Wales and Australian Capital Territory	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
Victoria	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
Queensland	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
South Australia	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
Western Australia – South West Interconnected Systems (SWIS)	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
Western Australia – North Western Interconnected Systems (NWIS)	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
Tasmania	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
Northern Territory – Darwin Katherine interconnected systems (DKIS)	2024	DCCEEW, Australian National Greenhouse Accounts Factors, 2024, https://www.dcceew.gov.au/sites/default/files/documents/national-greenhouse-account-factors-2024.pdf
Bangladesh	2025	Ember (2026) – with major processing by Our World in Data
Cambodia	2025	Ember (2026) – with major processing by Our World in Data
China	2021	Ministry of Ecology and Environment, Gov.cn, China Average 2021, GHG Protocol
France	2024	European Environment Agency, Figure 2, Greenhouse gas emission intensity of electricity generation, https://www.eea.europa.eu/en/analysis/indicators/greenhouse-gas-emission-intensity-of-1?activeAccordion=309c5ef9-de09-4759-bc02-802370dfa366
Hong Kong	2022	Average of: CLP Electric, 2022; HK Electric, 2022, https://www.clp.com.hk/content/dam/clphk/documents/about-clp-site/scheme-of-work/scheme-of-control-agreement/Information%20Highlights_EN_2022.pdf
India	2025	Ministry of Power Central Electricity Authority, Government of India, 2023-24, https://static-cdn.publive.online/saur-energy/media/pdf_files/2025/01cea-report.pdf
Ireland	2021	Sustainable Energy Authority of Ireland, <a href="https://www.seai.ie/sites/default/files/publications/Energy-CO<sub>2</sub>-emissions-2020-Short-Note-FINAL.pdf">https://www.seai.ie/sites/default/files/publications/Energy-CO₂-emissions-2020-Short-Note-FINAL.pdf
Israel	2025	Ember (2026) – with major processing by Our World in Data
Malaysia	2025	Ember (2026) – with major processing by Our World in Data
Morocco	2025	Ember (2026) – with major processing by Our World in Data
Netherlands	2024	European Environment Agency, Figure 2, Greenhouse gas emission intensity of electricity generation,
Portugal	2024	European Environment Agency, Figure 2, Greenhouse gas emission intensity of electricity generation,
Singapore	2025	Ember (2026) – with major processing by Our World in Data
Spain	2024	European Environment Agency, Figure 2, Greenhouse gas emission intensity of electricity generation,
Taiwan	2022	GHG protocol
Thailand	2022	GHG protocol
Tunisia	2025	Ember (2026) – with major processing by Our World in Data
United Kingdom	2025	DEFRA, Refrigerant & other, 2024, https://assets.publishing.service.gov.uk/media/6846a4f55e92539572806125/ghg-conversion-factors-2025-full-set.xlsx
Vietnam	2025	Ember (2026) – with major processing by Our World in Data