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Corporate Sustainability Programme

At Brytor International Moving, sustainability is an integral part of our business strategy. We are committed to operating responsibly while creating long-term value for our customers, employees, business partners, and the communities we serve. Our approach focuses on implementing environmental, social, and governance (ESG) initiatives in a gradual, measurable, and financially sustainable manner.

Our Sustainability Priorities

Our Corporate Sustainability Programme focuses on:

- Reducing the environmental impact of our operations.
- Promoting responsible use of natural resources.
- Supporting ethical business practices and good corporate governance.
- Encouraging diversity, inclusion, and employee well-being.
- Working with customers and supply chain partners to promote sustainable moving solutions.

Sustainability Risk Management

Each year, Brytor International Moving conducts a Sustainability Risk Assessment to identify and evaluate environmental, social, and governance risks that may affect our business and sustainability objectives.

Key areas assessed include:

- Transportation-related carbon emissions.
- Waste generated from packing materials and operations.
- Energy consumption within offices and warehouses.
- Sustainability performance throughout our supply chain.



Mitigation measures are implemented and reviewed annually as part of our continuous improvement process.

Smart Sustainability Goals

<u>Objective</u>	<u>Current Status</u>	<u>Target</u>	<u>Deadline</u>
Reduce office paper consumption	Baseline established and monitoring in progress	20% reduction	December 2027
Increase recycling and reuse of packing materials	Recycling program implemented	Minimum 90% recycling/reuse rate	December 2027
Reduce electricity consumption in offices and warehouses	Monthly monitoring in place	10% reduction	December 2027
Increase the use of consolidated (groupage) shipments where operationally feasible	Ongoing operational implementation	15% increase	December 2027

Annual Reporting

Brytor International Moving publishes an annual update on the progress of its Corporate Sustainability Programme. The report includes:

- Progress against sustainability objectives.
- Results of the annual Sustainability Risk Assessment.
- Key environmental performance indicators.
- Sustainability initiatives implemented throughout the year.
- Future improvement plans and objectives.

Our sustainability performance is also presented annually to employees during the Company's Annual Results Meeting and shared with customers and supply chain partners through this website and other corporate communications.

Brytor International Moving remains committed to continuously improving its sustainability performance while delivering reliable, responsible, and high-quality relocation services.

June, 2026.

