

# Magetra International

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*Together, let's move sustainable transport forward*

**NON FINANCIAL REPORT for the 2024 year**

# Introduction

Dear Partners,

The past year marked an essential milestone in structuring and strengthening our commitment to sustainable, responsible and transparent development.

In a context where the expectations of customers, employees, public authorities, and all stakeholders in the value chain are rapidly evolving, we wanted to take a further step: objectively measure our impact, strengthen our internal policies and publish our first non-financial report.

This initiative is fully aligned with our mission: to provide reliable, innovative, and sustainable transport and logistics solutions at the heart of our markets, while respecting our stakeholders and the environment. It also falls within the European regulatory framework, particularly the standards developed by the EFRAG, which now constitute a harmonized foundation for transparency and ESG performance for companies committed to a sustainable trajectory.

The report we are presenting highlights our progress, our ambitions and the concrete actions already undertaken by our teams. It sets out the foundations upon which we will build our future progress: strengthened governance, consolidated CSR policies, a pathway for reducing our emissions, responsible management of our resources, and a constant focus on our employees and society.

Beyond the indicators, this report reflects a mindset: that of a company which places sustainability at the heart of its strategic decisions and which wishes to cooperate with all its partners to build a resilient, high-performing and forward-looking model.

I would like to thank all the teams who have contributed to this transformative initiative. Their commitment demonstrates that our ambition for sustainability is not merely a goal, but a collective and enduring endeavor.

Damien Schils  
General Director

# Our commitments



Magetra International's mission is to provide reliable, sustainable European transport and logistics solutions tailored to our markets, drawing on recognized sector expertise and technological innovation.

Our ambition is to become a leading transport partner in both domestic and international markets, with Belgium at the heart of our operations, by offering high-performance, environmentally friendly solutions.

In line with the definition of sustainable development set out in the Brundtland Report, the actions of the Magetra International teams are based on responsible business conduct.

As such, we are committed to upholding the principles of the UN Global Compact, the OECD Guidelines and the fundamental principles of the International Labor Organization, ensuring ethical conduct, respect for human rights, environmental protection and the fight against corruption.

Our Corporate Social Responsibility policy is built around four pillars:

- Ethics, based on transparency, regulatory compliance, sustainable partnerships and data protection;
- Environment, with a focus on reducing our carbon footprint and optimizing logistics flows;
- Social Responsibility, aiming for well-being, safety, diversity and dialogue with stakeholders;
- Sustainable Procurement, prioritizing suppliers aligned with our values.

These commitments are underpinned by strong values, grouped under the acronym ACIER (ACICR in English):

**Agility – Collaboration - Integrity - Commitment - Respect**

They form a common foundation for all our employees and partners and guide our day-to-day decisions, reinforcing our role as a committed player in responsible and sustainable transport.

# Foreword

## Reference document

The publication of this first non-financial report marks a major step forward in demonstrating our commitment to social and environmental responsibility. It enables us to communicate transparently with our stakeholders: customers, suppliers, staff and local communities. This initial step towards objectivity lays the foundations upon which our future progress will be built.

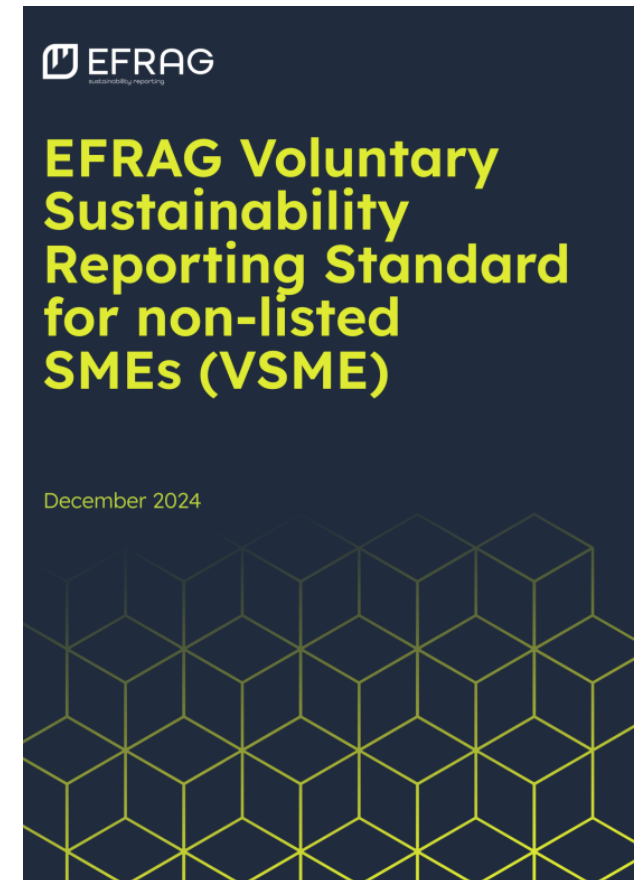
The concept of transparency involves communicating useful and comparable information.

To structure the publication of our data, we refer to the specifications set out in the VSME by the European Financial Reporting Advisory Group (EFRAG). We publish the data required by the “basic module” and the “comprehensive module”).

EFRAG has been tasked by the European Commission with:

- developing the ESRS (European Sustainability Reporting Standards) applicable to companies subject to the CSRD;
- developing proportionate frameworks such as the VSME for unlisted SMEs.

The data is also published in the KUBE application developed by Isabel [Kube Exchange of verified business data by Isabel](#).



EFRAG (2024). *EFRAG Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME)*. December 2024.

# Our approach

## A journey initiated in 2023

Corporate Social Responsibility is an integral part of our corporate philosophy.

Our conduct and investments reflects our commitments.

However, in order to measure our progress, it is essential to formalize our policies and adopt a structured, objective approach.

Finalization of the carbon footprint assessment in accordance with the GHG Protocol standards.

Integration of the group's policies into a unified framework.

Definition of ambitious but achievable targets for 2030.



.....2023

2024

CSR topics are primarily addressed within the company's Steering Committee.  
A decision has been made to carry out a carbon footprint assessment and to structure our CSR approach.

2025

2026

Publication of our first non-financial CSR report via KUBE ([www.isabel.eu](http://www.isabel.eu)).  
Active management of our action plan.

# Sustainable Development Goals (SDGs)

Our commitments make a full contribution to the United Nations Sustainable Development Goals (SDGs)



## ENVIRONNEMENT

- **SDG 13 – Climate action**

Our objectives aim to reduce our greenhouse gas (GHG) emissions by 15% by 2030.

- **SDG 7 – Affordable and clean energy**

Increase the share of self-consumed renewable electricity at the Eupen site to reach 70% of our production by 2030.

- **SDG 6 – Clean water and sanitation**

Target for water recovery/filtration (55% of needs) and a 50 % reduction related to cleaning.

- **SDG 9 – Industry, innovation and infrastructure**

Investments in logistics innovation, flow optimization, and the use of more sustainable transport solutions (e.g. intermodal rail-road).



## BUSINESS ETHICS AND ANTI-CORRUPTION

- **SDG 16 – Peace, justice and strong institutions**

Strong commitments to **business ethics**, the fight against corruption, transparency, control mechanisms (dual signature), and an internal reporting system (whistleblowing).



## LABOUR AND HUMAN RIGHTS

- **SDG 8 – Decent work and economic growth**

Working conditions, wage compliance, harassment prevention, health and safety at work, as well as social requirements towards suppliers are at the core of our priorities

- **SDG 5 – Gender equality**

Equal treatment between genders and the representation of women in senior management positions are integral to our policy.

- **SDG 10 – Reduced inequalities**

Commitment to diversity, inclusion, equal opportunities, and zero tolerance for discrimination.



## SUSTAINABLE PROCUREMENT

- **SDG 12 – Responsible consumption and production**

The policy structures a sustainable procurement approach (CSR criteria, supplier scoring, audits).

- **SDG 17 – Partnerships for the goals**

Implementation of a collaborative approach with our suppliers/partners and alignment with international standards (UN Global Compact, OECD, ILO).

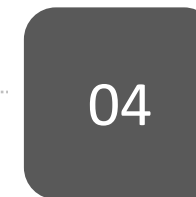
# Key indicators by topic

**GENERAL INFORMATION**  
 Bases B.1.  
 Practices, policies and future initiatives B.2.  
 Strategy C.1.  
 Description of practices, policies and future initiatives C.2.



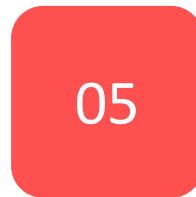
**ENVIRONMENTAL MEASURES**  
 B.3. Energy and greenhouse gas emissions  
 C.3. GHG reduction targets and climate transition strategy  
 B.4. Air, water and soil pollution  
 B.5. Biodiversity  
 B.6. Water management  
 B.7. Resource use, circular economy and waste management

**SOCIAL MEASURES**  
 General characteristics B.8.  
 Health and safety B.9.  
 Remuneration, collective bargaining and training B.10.  
 Additional workforce characteristics C.5.  
 Policies and processes relating to Human Rights C.6.  
 Severe and negative human rights incidents C.7.



**GOVERNANCE MEASURES**  
 B.11. Conviction and fines for corruption and bribery  
 C.8. Revenues from certain sectors and exclusion of EU reference frameworks  
 C.9. Gender diversity ratio within the governing body

**DATA PRIVACY AND INFORMATION SECURITY**  
 Objectives and measures implemented



**SUSTAINABLE PROCUREMENT**  
 Suppliers contacted  
 Response rate (%)  
 Compliance rate (%)



# General information

# Magetra International

## B.1. General Information



|   |  |
|---|--|
| Company   | Magetra International                          |
| VAT Nr  | BE 0423037487                                  |
| Legal form  | Public Limited Company                         |
| NACE  | 49.410 – 52.250                                |
| Total assets  | 27.152.123 EUR                                 |
| Turnover  | 69.595.478 EUR                                 |
| Number of employees (FTE's)                             | 47,7   |
| Countries of operation                                  | Belgium  |
| Certifications:   | ISO 45001, ISO 9001, Ecovadis                  |
| ISO 45001   | Bureau Veritas, 27/03/2025                     |
| Ecovadis  | Ecovadis, 12/06/2025 – 59 % - Commitment Badge |
| Location of the registered office and operational sites | Textilstraße 42, 4700 Eupen                    |
| GPS coordinates   | 50.64295, 6.01822                              |

This non-financial report covers only the activities of Magetra International S.A.

# Magetra International

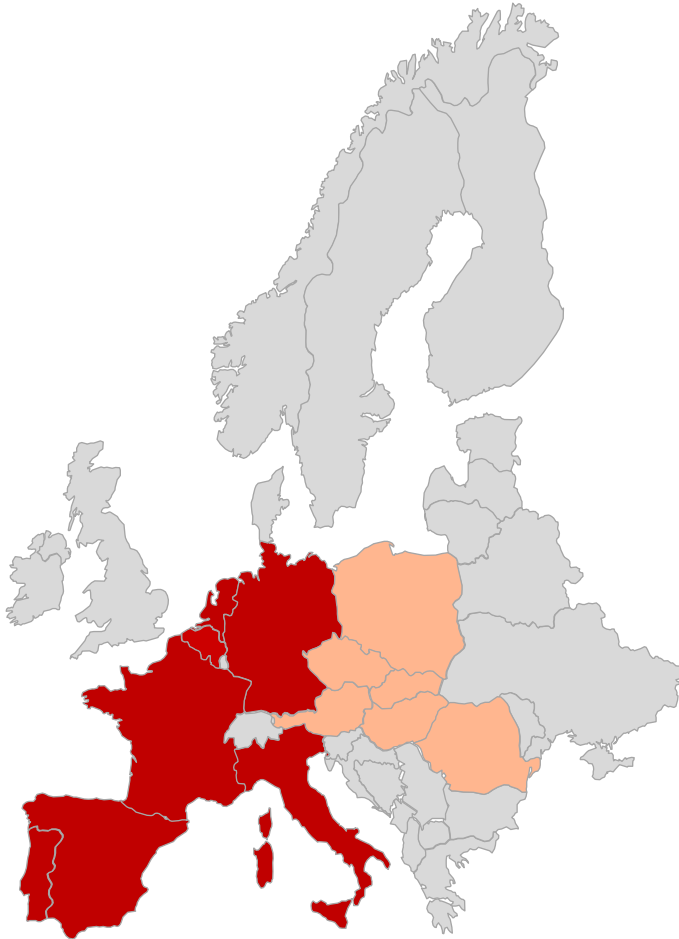
## B.2. Practices, policies and future initiatives contributing to a more sustainable economy



|                             | Do you already have practices, policies or future initiatives in place regarding sustainability that address any of the following issues ?<br>[Yes/No] | Are they publicly available ?<br>[Yes/No] | Do the policies include defined objectives ?<br>[Yes/No] |
|-----------------------------|--|---|--|
| Climate change              | Yes  | Yes                                       | Yes  |
| Pollution                   | Yes  | Yes                                       | Yes  |
| Water and marine resources  | Yes  | Yes                                       | Yes  |
| Biodiversity and ecosystems | No   | No  | No   |
| Circular economy            | Yes  | Yes                                       | Yes  |
| Internal workforces         | Yes  | Yes                                       | Yes  |
| Value chain workers         | Yes  | Yes                                       | Yes  |
| Impacted communities        | No   | No  | No   |
| Consumers and end users     | No   | No  | No   |
| Business conduct            | Yes  | Yes                                       | Yes  |

# Magetra International

## C.1. Strategy: Business model and sustainability approach



|                                     |  |
|-------------------------------------|--|
| Services provides                   | <p>In accordance with the definitions provided in ISO 9001 – 45001<sup>5</sup> standards, the scope of activity of MAGETRA INTERNATIONAL SA covers the following activities:</p> <ul style="list-style-type: none"> <li>• Transport of goods acting as a freight forwarder or carrier by road and/or intermodal rail-road, mainly within the European market</li> <li>• Handling and storage of goods</li> </ul> |
| Core markets                        | <p>Magetra International operates on a B2B basis, primarily in the following countries: Benelux, France, Germany, Italy and Spain</p>  |
| Primary business sectors            | <ul style="list-style-type: none"> <li>- Metallurgy sector</li> <li>- Beverage and food industry</li> <li>- Industrial sector</li> </ul>   |
| Practices, policies and initiatives | <p>Magetra International's environmental objectives are defined within its integrated CSR policy.</p>  |



# Environmental aspects

# Respect for the environment

## VSME – B.3. Energy and greenhouse gas (GHG) emissions

| Energy consumption | Renewables (MWh)                                | Non-renewable (MWh) | Total (MWh) |
|--------------------|---|---------------------|-------------|
| Electricity        | 45  | 262                 | 307         |
| Fuels              | 0   | 281                 | 281         |
| Total energies     | 45  | 543                 | 588         |
| GHG emissions      | GHG emissions (tCO <sub>2</sub> e)              |                     |             |
| Scope 1            | 654   |                     |             |
| Scope 2            | 50  |                     |             |
| Scope 3            | 9829  |                     |             |
| Total scope 1+2    | 704   |                     |             |
| Total scope 1+2+3  | 10 533  |                     |             |
| GHG intensity      | GHG intensity (tCO <sub>2</sub> e/EUR)          |                     |             |
| (a) Scope 1 +2     | 704   |                     |             |
| (b) Turnover       | 69 595 478 EUR                                  |                     |             |
| (a) Div by (b)     | 1,012 x 10 <sup>-5</sup> tCO <sub>2</sub> e/EUR |                     |             |

### Energy consumption Photovoltaic production

In 2017, Magetra International installed 556 photovoltaic panels and 5 inverters for a power of 150 Kwp, a production of 150,000 kWh/year, which represents 67% of our electricity needs.

### GHG emissions

To limit its environmental impact, Magetra International already implements numerous best practices:

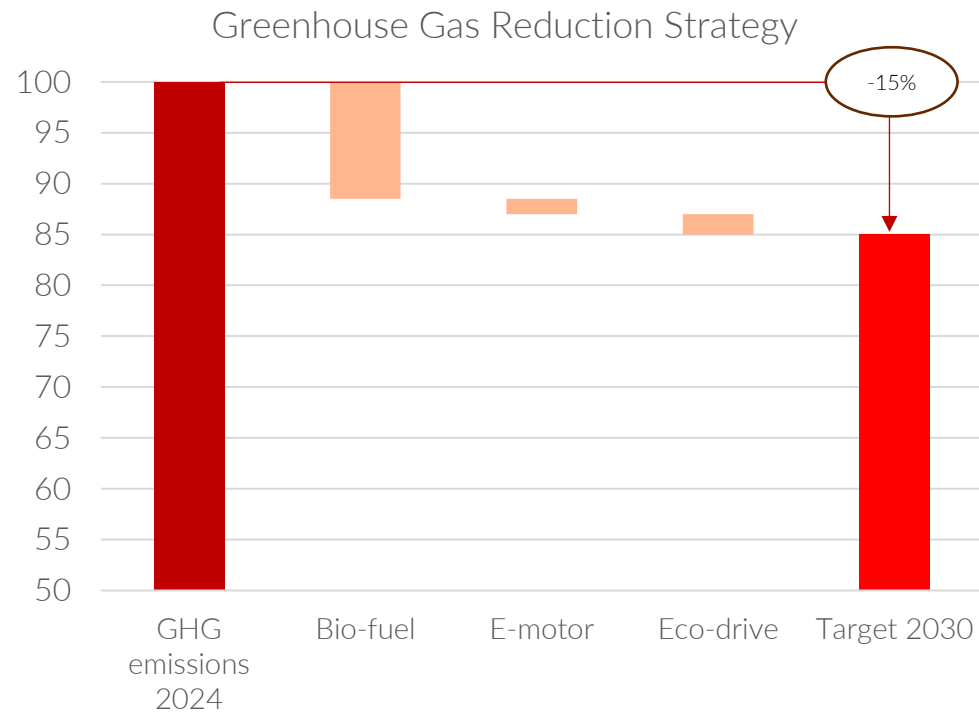
- Renewal of road tractors every 5 years in order to benefit from the latest developments in engine technology and driver assistance systems;
- Use of a uniform fleet of ultra-light Eco-Trail semi-trailers to maximize loading capacities and reduce our environmental footprint;
- Systematic policy to reduce empty mileage;
- On-board IT systems enabling monitoring of fuel consumption and driver performance;
- Use of intermodal transport (13 % of turnover) to Italy in order to reduce road congestion and greenhouse gas emissions.

# Respect for the environment

## VSME – C.3. Greenhouse gas reduction targets and climate transition

Reduce greenhouse gas emissions by 15% by 2030

|           |             |
|-----------|-------------|
|           | 2030 target |
| Reduction | - 15 %      |



### Methodologies

Working groups have been reflecting on the various initiatives that will significantly reduce our environmental impact. The various projects were evaluated on the basis of technical feasibility criteria – efforts/costs – impacts. The objectives were then set in a proactive but realistic manner to set at -15%.

### Biofuels

The use of biofuels such as HVO allows us to reduce our CO<sub>2</sub> emissions while maintaining our fleet of road tractors. This measure has a significant direct impact.

### E-motorisation

The gradual introduction of electric tractors in our fleet will reduce our GHG emissions in a sustainable way.

### Eco-driving

Advanced driver assistance technologies provide important lessons to improve the driving experience of our drivers and optimize vehicle consumption, thereby limiting GHG emissions.

### Vehicles

Choice of vehicles and equipment that generate improved fuel consumption.

# Respect for the environment

## VSME – B.4. Air, water and soil pollution

| Tire wear | Definition                              | Mass (kg) | Method                           |
|-----------|---|-----------|----------------------------------|
| TSP       | Total suspended particles (actual wear) | 96,00     | Calculation = tyres × loss       |
| PM10      | Particles < 10 µm                       | 57,60     | Fraction = 0,60 × TSP (EMEP/EEA) |
| PM2.5     | Particles < 2.5 µm                      | 40,32     | Fraction = 0,42 × TSP (EMEP/EEA) |
| PM10-2.5  | Fraction coarse                         | 17,28     | PM10 - PM2.5 Difference          |
| PM1.0     | Particles < 1.0 µm (indicative)         | 5,76      | Fraction = 0,06 × TSP (info)     |
| PM0.1     | Particles < 0.1 µm (indicative)         | 4,61      | Fraction = 0,048 × TSP (info)    |

| Combustion diesel | Emission factor (g/L) | Total emissions (kg) |
|-------------------|-----------------------|----------------------|
| NOx               | 33                    | 7249,4               |
| CO                | 6                     | 1318,1               |
| NMVOC             | 1,5                   | 329,5                |
| PM2.5             | 0,8                   | 175,7                |
| SO2               | 0,02                  | 4,4                  |
| NH3               | 0,03                  | 6,6                  |
| CH4               | 0,05                  | 11,0                 |
| N2O               | 0,12                  | 26,4                 |

In the field of transport, pollutants emitted by fuel combustion and tyre wear are the main pollutants.

As Magetra International is not legally or by its Environmental Management System required to report on its pollutant emissions, these values have not been calculated for its entire value chain.

Nevertheless, in the interest of transparency, we report on the adjacent table the direct emissions of our vehicles (scope 1 – direct activities).

Source of Emission Factors Diesel

EMEP/EEA Guidebook – Diesel Transport Medium Factors

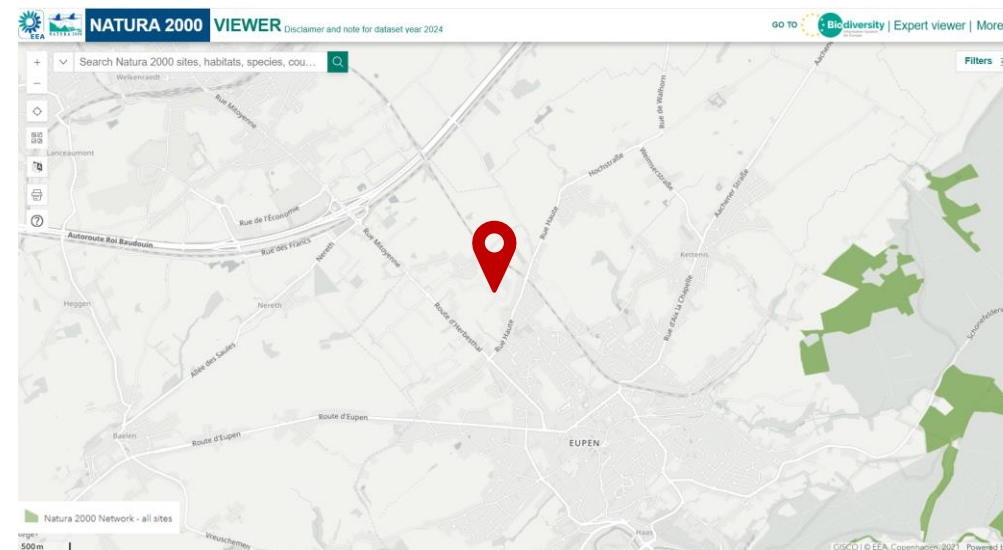
EMEP/EEA Guidebook 2023 - 1.A.3.b.vi-vii Road tyre and brake wear

# Respect for the environment

## VSME – B.5. Biodiversity

| Land use pattern          | Surface area (in m <sup>2</sup> ) |               |                        |
|---------------------------|-----------------------------------|---------------|------------------------|
|                           | Year 2023                         | Year 2024     | % of surfaces modified |
| Artificialized area       | 43.609                            | 43.609        | 0%                     |
| Vegetated surface on site | 7.130                             | 7.130         | 0%                     |
| Off-site vegetated area   | 0                                 | 0             | 0%                     |
| <b>Total land use</b>     | <b>50.739</b>                     | <b>50.739</b> | <b>0%</b>              |

Magetra International's headquarters are neither adjacent to nor covering a remarkable biodiversity site.

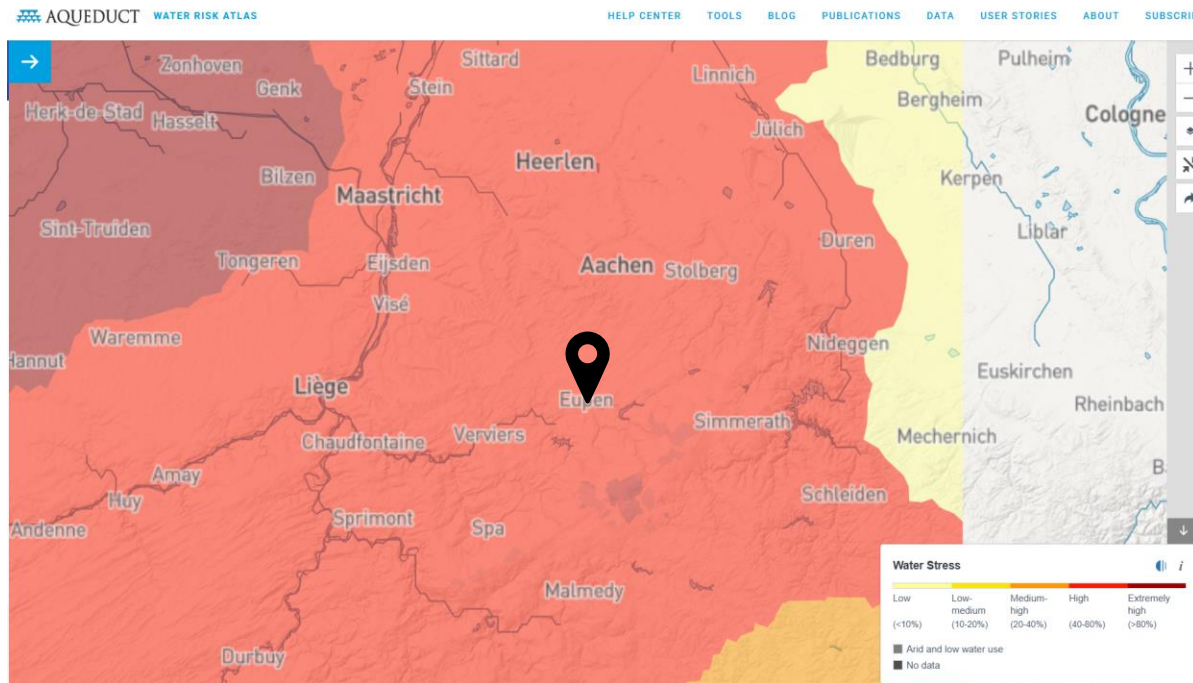


Location of the Magetra International operating site positioned on a screenshot of the Natura 2000 site. Sites of remarkable biodiversity are indicated in green.

# Respect for the environment

## VSME – B.6. Water

|   | Water Intake (m³) | Water consumption (m³) |
|---|-------------------|------------------------|
| Operating site                              | 4.373             | 0                      |
| Sites located in an area under water stress | 4.373             | 0                      |



Localisation of the Magetra International in Eupen - Source : Aqueduct Water Risk Atlas

The Magetra International site is located in a region with strong competition between water users.

### WATER STRESS

Description :

Reference water stress measures the ratio between total water demand and available renewable water resources, from surface water and groundwater.

Water demand includes domestic, industrial, agricultural (irrigation) and livestock uses.

Available renewable water resources take into account the impact of upstream users who consume water, as well as large dams, on downstream water availability.

Higher values indicate stronger competition among water users.

A large part of the water consumed comes from the site's truck-wash, for washing trucks. In order to reduce its impact, Magetra International has installed a washing water recycling system.

# Respect for the environment

## VSME – B.7. Resource use, circular economy and waste management

| Non-hazardous waste                     | Tonnage        |
|---|----------------|
| Paper/cardboard                         | 18,97          |
| PMC                                     | 0,317          |
| General                                 | 81,931         |
| Green waste                             | 34             |
| Wood                                    | 0              |
| Glass                                   | 0,536          |
| Metals                                  | 2,26           |
| Aluminium                               | 0              |
| Hazardous waste                         |                |
| Batteries                               | 3              |
| Soiled rags                             | 0,192          |
| Aerosols                                | 0,14           |
| Used Oils                               | 0              |
| Empty chemical containers               | 0              |
| <b>Total tonnage of waste generated</b> | <b>141,346</b> |
| % of waste sorted for recycling         | 42%            |

As a service company, Magetra International is not able to design products according to the principles of the circular economy.

Nevertheless, Magetra International strives to sort and recycle the waste produced.

Many efforts are being made to increase the rate of waste sorted, currently set at 42%.



### Circular Economy Principles

|   |                |
|---|----------------|
| Reduce waste and pollution by making it easier to disassemble and repair. | Not applicable |
| Recirculation of products and materials to their highest value            | Not applicable |
| Regeneration of nature  | Not applicable |



# Social aspects

# Social – Labour & Human Rights

## VSME – B.8. Workforce – General characteristics

| Employees              | Workforce or FTEs |
|------------------------|-------------------|
| Fixed-term contract    | 2,6               |
| Permanent contract     | 45,1              |
| <b>Total employees</b> | <b>47,7</b>       |

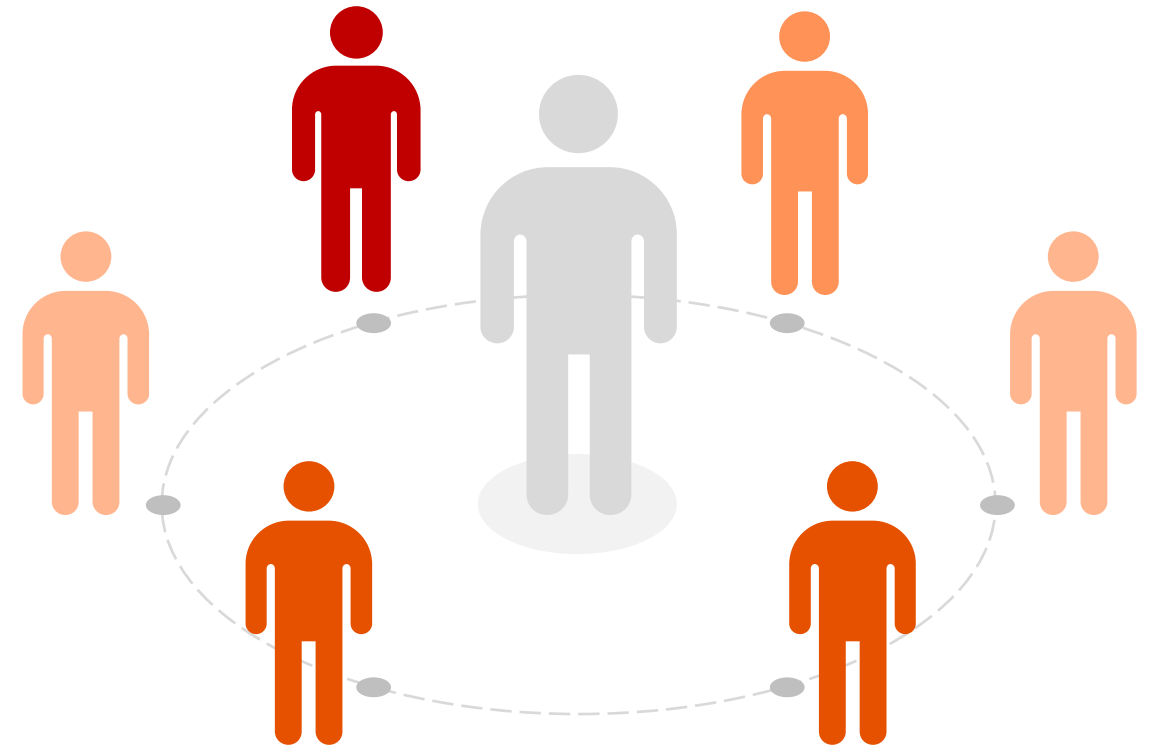
| Gender       | Workforce or FTEs |
|--------------|-------------------|
| Male         | 31,6              |
| Female       | 16,1              |
| Other        | 0                 |
| Not reported | 0                 |
| <b>Total</b> | <b>47,7</b>       |

| Country Contract | Workforce or FTEs |
|------------------|-------------------|
| Belgium          | 47,7              |
| <b>Total</b>     | <b>47,7</b>       |

| Staff turnover rate                | Workforce or FTEs |
|------------------------------------|-------------------|
| No. of departures/No. of employees | 27%               |

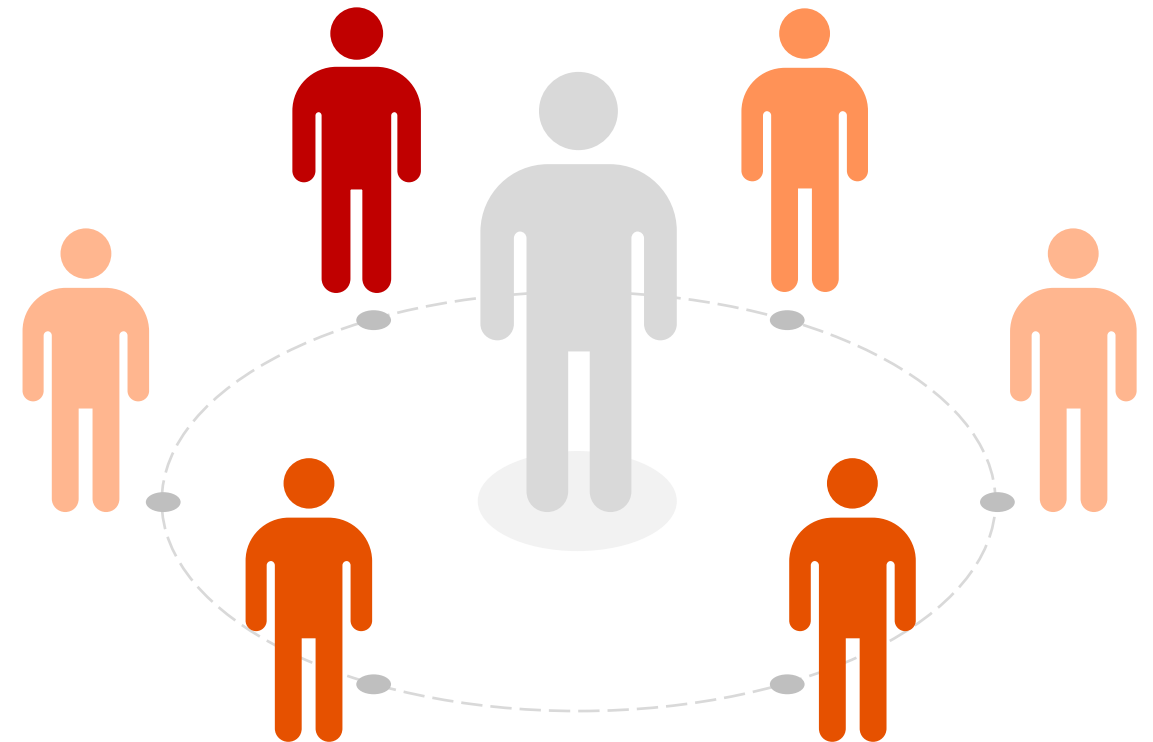


# Social – Labour & Human Rights

## VSME – C.5. Workforce – Characteristics of the additional workforce

| Information about self-employed workers                  | Workforce or FTEs |
|--|-------------------|
| Self-employed person working exclusively for the company | 0                 |
| Temporary workers  | 0                 |

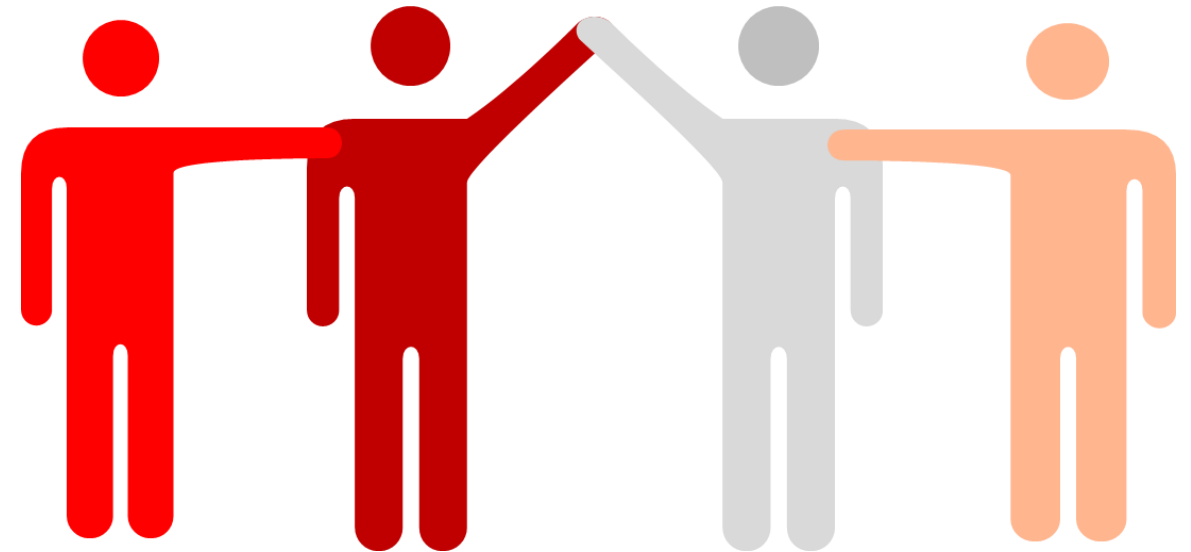
| Gender ratio at the management level         | Report |
|--|--------|
| Male-to-female ratio at the management level | 3 / 4  |



# Social – Labour & Human Rights

## VSME – B.9. Workforce – Health and Safety

| Gender   | Workforce or FTEs |
|--|-------------------|
| # occupational accidents out of total FTE                        | 0                 |
| # deaths resulting from accidents at work, occupational diseases | 0                 |



# Social – Labour & Human Rights

VSME – C.6. Workforce – Human Rights Policies and Processes

VSME – C.7. Labour – Serious Adverse Human Rights Incidents

| Statement  | Answer | Objectives   | Results      |
|--|--------|--------------|--------------|
| Does the company have a code of conduct or human rights policy for its own team? | Yes    |              |              |
| Does this code of conduct cover:   |        |              |              |
| Child labour   | Yes    | 0 cases      | 0 cases      |
| Forced labour  | Yes    | 0 cases      | 0 cases      |
| Human trafficking  | Yes    | 0 cases      | 0 cases      |
| Discrimination   | Yes    | 0 complaints | 0 complaints |
| Other  | Yes    |              |              |
| Does the company have a complaint handling mechanism?                            | Yes    |              |              |

## C.7.

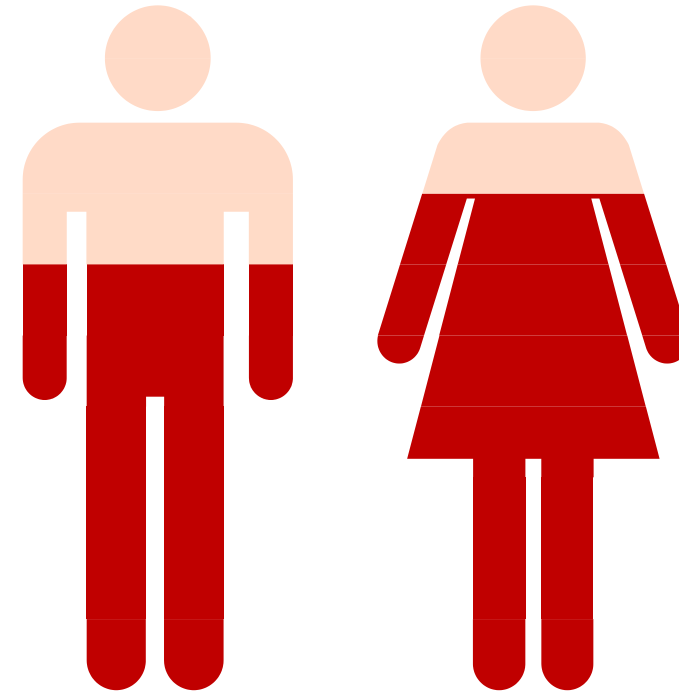
Magetra International is not the subject of any complaints or legal actions for human rights violations.

The Code of Conduct specifies that child labor, forced labor, human trafficking, and discrimination are banned from Magetra International. No tolerance is accepted on these matters.

# Social – Labour & Human Rights

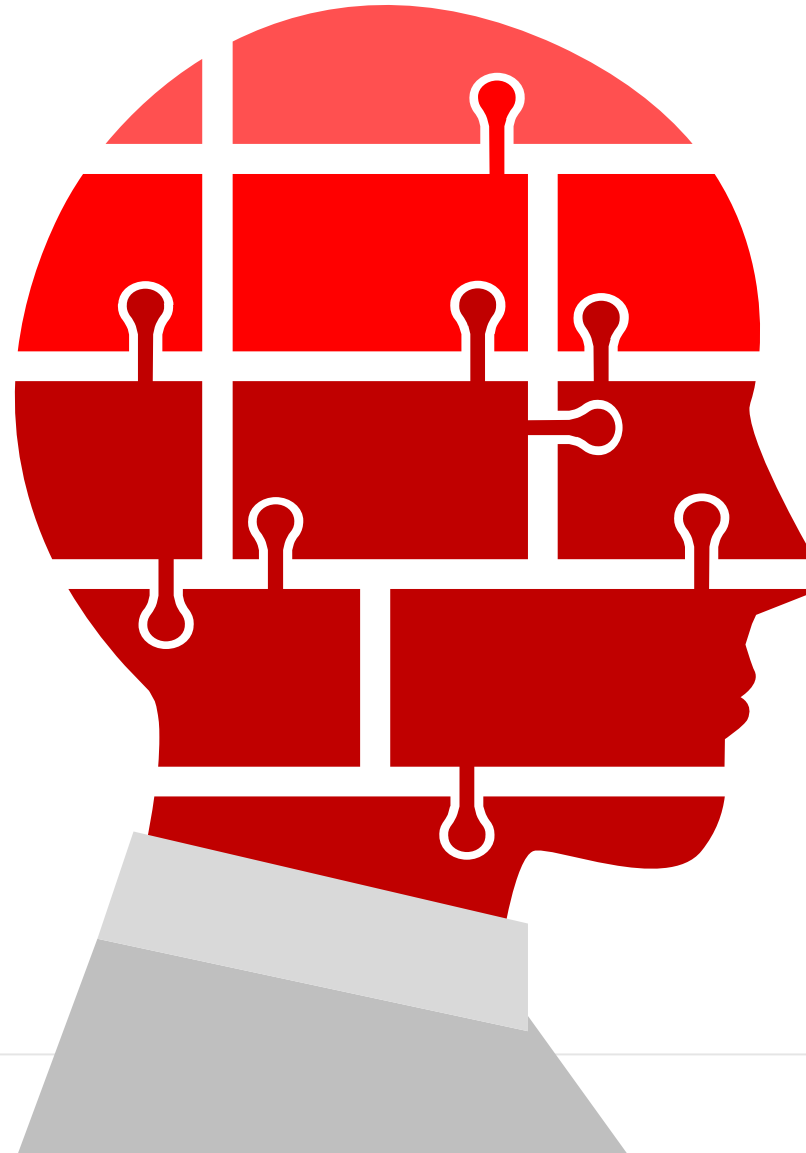
## VSME – B.10. Labour – Compensation, Collective Bargaining and Training

| Minimum wage                                  |                           |
|---|---------------------------|
| Applicable minimum wage (country or sectoral) | 2574,27 EUR               |
| % wages equal to minimum wage                 | 43%                       |
| % wages above minimum wage                    | 58%                       |
| Gender pay gap                                |                           |
|   | EUR/h                     |
| Average gross hourly wage for women           | 21,55                     |
| Average gross hourly wage male                | 19,53                     |
| Total   | +10.3% in favour of women |
| % Employees covered by collective bargaining  |                           |
| % Employees covered by collective bargaining  | 100 %                     |
| # average annual hours of training            |                           |
| Male  | 66                        |
| Femme   | 2                         |



# Social – Labour & Human Rights

## Training and skills development



Training plan following the European Directive

- Deal for employment
- Training credits credited each year between the HR department and each employee.
- List of authorized training courses available via the intranet (Sharepoint)
- Federal Learning Account (FLA): Platform powered according to legal guidelines

CAP mandatory for truck drivers  
Organized at the rate of one training per year per driver over a period of 5 years, renewable.  
Coverage of costs by Magetra International SA

Training in security, logistics, office automation, language, etc...  
Organized by the HR department, in collaboration with the prevention advisor for safety training.

Individual development plan

- Training based on the results of the integration plan or according to career needs
- Support of employees by the HR department for internal mobility

Plan for the employment of older workers

- Risk analyses and purchase of suitable equipment if necessary.
- Organization of shiatsu massages every quarter.

Staff evaluation

- Annual evaluation based mainly on soft skills (adequacy with the company's values, general behavior, etc.),
- Interim evaluations (one to one) via the N+1 and the support of the HR department
- Continuous feedback throughout the year



# Governance and Business Conduct

# Governance and Business Conduct

## Business ethics and the fight against corruption



| Objectives of preventing and controlling corruption | Objectives   | Real |
|---|--------------|------|
| # Control 2024                                      | Min 1x/month | 12   |
| % of non-compliance                                 | <1%          | 0    |

| Follow-up of the emailing process for black-listed companies | Objectives | Real |
|--|------------|------|
| # reminder of procedures (emailing, training)                | min 1x/an  | 211  |
| % of non-conformances  |            | 0    |

Under the supervision of the General Management, the company's processes were analyzed and quantified in order to identify corruption risks. This analysis was carried out in consultation with the heads of the departments, taking into account all the risks incurred by Magetra International, namely:

- Financial/Accounting Risks
- Procurement Risks
- Risks related to the purchase of transport services (chartering)
- Risks related to commercial representation

In conclusion, the following prevention and control objectives have been established:

**Control Objective** - Minimum 1 audit per month at the accounting level, under the supervision of the Administrative and Financial Director. Objective at the accounting level – 1% of non-conformities.

**Ongoing training of staff**- Strict monitoring of the emailing process for blacklisted companies. The file of suspicious companies blocked in our computer system is systematically updated and available to transport buyers. This file is updated on the basis of information frequently received from an external company specializing in fraud.

Objective of reminder of procedures: reminder of the rules at least 1x/year.

# Governance and Business Conduct

VSME – B.11. Convictions and fines for corruption

C.8. Revenues of certain sectors and exclusion of EU benchmarks

C.9. Gender Diversity Ratio in the Governance Body

| B.11.   | Theft | Corruption |
|---|-------|------------|
| # Convictions (= conviction pronounced by court)          | 0     | 0          |
| # Fines (= mandatory financial transactions as a penalty) | 0     | 0          |

| C.8.                       | Revenue (EUR)  |  |
|----------------------------|----------------|--|
| Fossil fuels               | Not applicable |  |
| Chemical production        | Not applicable |  |
| Exclusion of EU references | Not applicable |  |

| C.9.  | Diversity |
|---|-----------|
| Gender diversity ratio = # female members/male #membres | 43%       |
| # Female members  | 3         |
| # Male members  | 7         |



# Data Privacy and Security

# Data Privacy and Security

## Objectives and actions taken



**Privacy:** Protect sensitive data from unauthorized access.

**Integrity:** Ensure that data and systems are not tampered with or manipulated.

**Availability:** Ensure secure access to data and systems as needed.



General Data Protection Regulation (GDPR).

Belgian Data Protection Act of 30 July 2018.

Any other national or European regulations in force.



### Protection of Confidential Data

- **Restricted access:** Access rights are granted on a need-to-know basis.
- **Controls:** Critical systems (CRM, SharePoint, etc.) must be protected by secure passwords and multi-factor authentication (MFA).

### Securing IT Systems and Equipment

- Enhanced Password Security and renewal every 90 days.
- Multi-Factor Authentication (MFA)
- Locking of IT Hardware when not in use.
- Software updates with the latest approved versions.
- Only approved software can be installed.

### Communications and Data Management

- Employees should report any suspicious emails or phishing attempts to the IT department.
- No files from unverified sources should be downloaded.
- Critical data is backed up regularly according to IT guidelines and backups are duplicated.

### Homeworking and Mobility

- Remote connections must go through a secure VPN validated by the company.
- Equipment used for homeworking must meet safety requirements.



# Sustainable Procurement

# ***Sustainable Procurement***

## Partners who share our values

Magetra International is implementing ambitious policies and action plans to conduct its business in a sustainable and responsible manner.

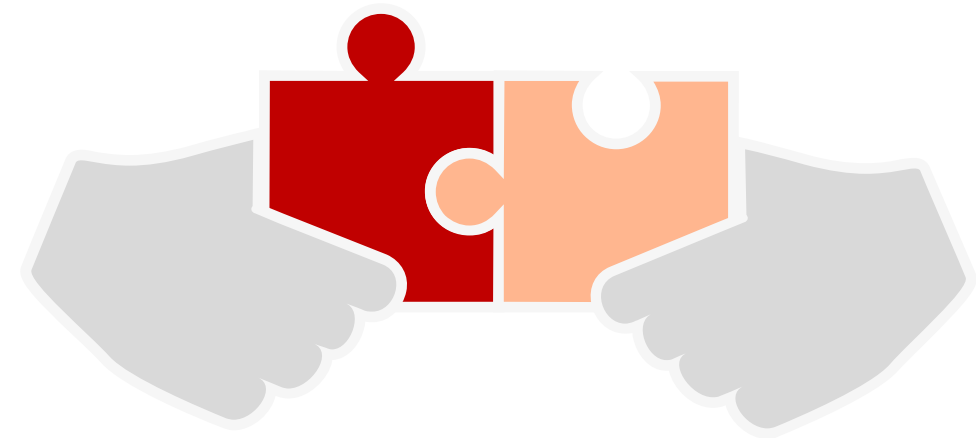
Furthermore, as a major player in the transport and logistics sector in Belgium, Magetra International strives to be a pioneer in this approach. Consequently, our procurement approach must reflect our commitments and ensure that we establish partnerships aligned with our values.

It is therefore essential to:

- Incorporate CSR criteria into our procurement decisions;
- Secure our supply chain in ethical, social and environmental terms;
- Meet the growing expectations of our customers and stakeholders regarding sustainability.

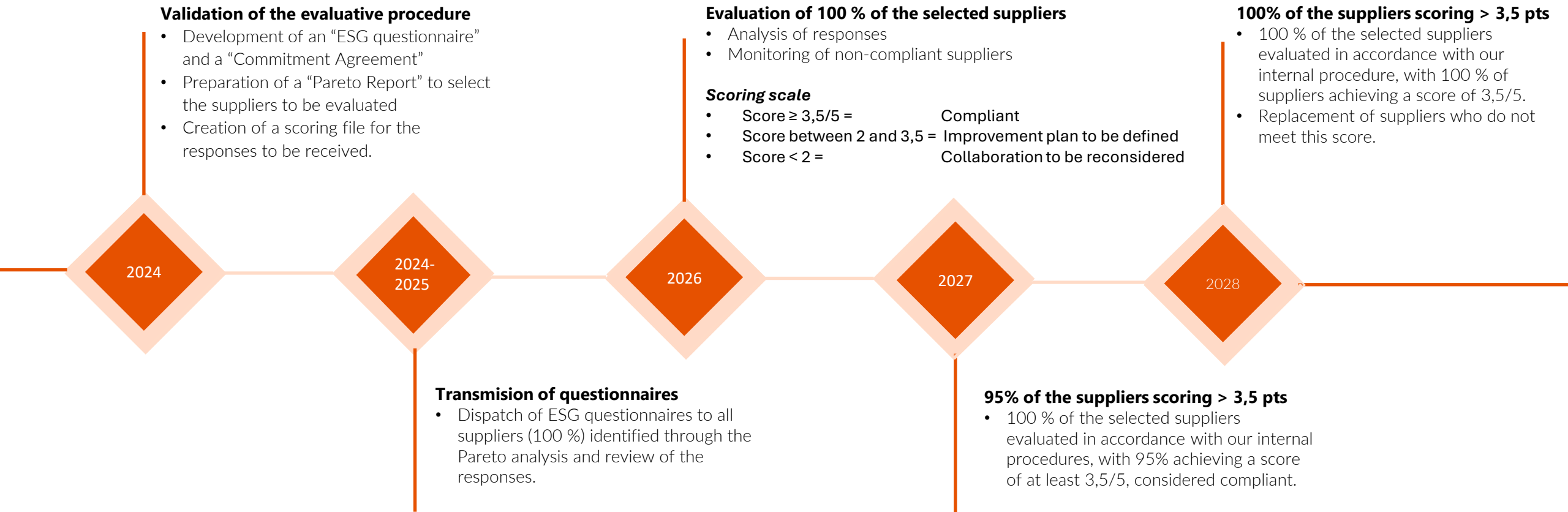
Furthermore, we aim for long-term partnerships with our suppliers and hope that our commercial relationships will lead to mutual improvement in our practices.

This is why, following an initial assessment, we plan to implement improvement measures before deciding whether or not to continue our collaboration.



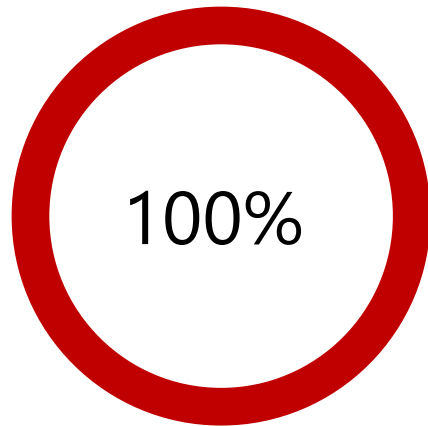
# Sustainable Procurement

## Implementation of the supplier evaluation process



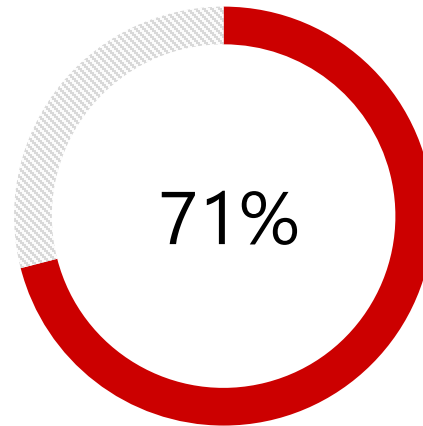
# Sustainable Procurement

2024 results



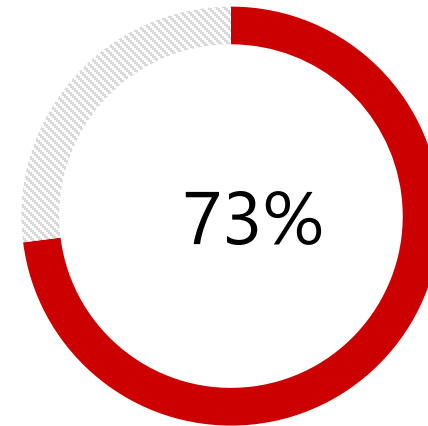
**Suppliers contacted**

Suppliers are selected on the basis of a Pareto analysis and are then contacted via a questionnaire and a CSR charter, which must be returned fully completed and signed



**Response rate**

71 % returned the completed questionnaire and the signed charter



**Compliance rate**

73 % of the scores are satisfactory ( $\geq 3,5/5$ )

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