

iB CARGO

Sustainability Report iB Cargo 2024

Together for a sustainable future



Cuprins

1.Foreword:	4
2. Who are we:	5
Our mission:	5
Our values:	5
Our activity: Logistics solutions that underpin performance:	6
3.Our sustainability strategy:	7
Commitment to the environment:	8
Social responsibility:.....	9
Ethical governance:	10
Stakeholder management:	11
.....	11
iB CARGO stakeholders' categories :.....	11
◀ Employees:	12
◀ Management:	12
◀ Clients:	12
◀ Service providers:	12
◀ Local community:	12
◀ NGOs:	12
◀ Authorities :.....	12
Our objectives in stakeholder management:	13
KPIs and Targets for 2025:	15
Caring for people, committed to the future:	16
Our team:	16
◀ Total number of employees:149:	16
◀ Breakdown by gender: 48% women; 52% men:.....	16
◀ Group of age:	17

Cuprins

◀ Breakdown by departments and functions:	17
Respect for human rights:	17
Diversity and inclusion	18
Non-discrimination and Dignity	18
Equal opportunities	18
Equality between Women and Men	18
Non-Discrimination and Equal Opportunities Policy	18
Compliance with internal framework and sustainability principles	19
Personal development:	20
Occupational health:	21
Work/life balance:	22
Care for resources, respect for nature:	22
Reducing carbon emissions:	23
Energy efficiency:	23
Waste management:	23
Resource conservation:	23
Environment, Health and Occupational Safety Policy:	23
Working with service providers:	24
Sustainable Procurement Policy:	25
Promoting Diversity in the Supply Chain:	25
Care for community, meaningful involvement:	26
Community involvement:	27
Thanks:	28

1. Foreword

At iB CARGO, sustainability is not just a choice, but is a part of our identity. It is the red line that guides our decisions, inspires our innovation and empowers us every for every kilometre travelled. In an ever-changing world, we know that the future is not built just with fast delivery, but caring about people, the environment and sound governance principles



We look beyond the present and take an active role in shaping a cleaner, fairer and smarter logistics industry. Through this report, we are not only communicating what we do, but we confidently reaffirm our commitment to sustainable progress based on transparency, accountability and genuine collaboration. For us, every step is a conscious and the decision taken today. -road to a better future, starts with each and everyone of us

Thank you for being part of this journey

iB CARGO team
Together, we deliver responsibly.

2. Who are we

Our Mission

iB CARGO provides mutually beneficial transport services to its partners through quality and innovation.



Our mission:

iB CARGO provides mutually beneficial transport services to its partners through quality and innovation.

Our values:

- ◀ It's possible: We believe in the power of solutions and collaboration.
- ◀ Entrepreneurship: We see every challenge as an opportunity for innovation.
- ◀ Resourcefulness: We harness creativity to push conventional boundaries.
- ◀ Integrity: We build relationships based on trust and respect

<p>iB CARGO</p> <p>Credem că succesul iB CARGO și al clienților noștri este rezultatul implicării, perseverenței și integrității cu care tratăm fiecare interacțiune pe care o avem.</p>  <p>ASCULTĂ</p> <p>Soluțiile noastre depind de cât de atent, obiectiv și lipsit de părerii preconcepute ne ascultăm clienții, partenerii și colegii.</p>	<p>SE POATE!</p> <p>Întreb și caut până SE POATE. Și dacă nu se poate, întreb și caut cea mai bună alternativă.</p> <p>Nu încep nimic cu nu se poate. Dacă totuși nu se poate ofer the next best.</p>  <p>ÎNTREABĂ</p> <p>Dacă nu ai soluția la un moment dat, nu înseamnă că ea nu există. ÎNTREABĂ, CAUTĂ, CERE!</p>	<p>SPIRIT ANTREPRENORIAL</p> <p>Configurez soluții inter - departamentale PERSONALIZATE / client.</p> <p>Nu mă rezum doar la soluții standard.</p>  <p>AJUTĂ!</p> <p>Dacă vrem să fim o echipă, trebuie SĂ NE AJUTĂM unii pe alții.</p>	<p>INGENIOZITATE</p> <p>Împărtășesc: BEST IDEA is the boss.</p> <p>Știu mai puțin decât clientul. Mă dau mare că știu mai multe.</p>  <p>GÂNDEȘTE-TE DE DOUĂ ORI!</p> <p>Timul e critic în munca noastră, de aceea, trebuie SĂ NE GÂNDIM BINE înainte să îl folosim.</p>	<p>INTEGRITATE</p> <p>Mă gândesc de două ori înainte să promit. Anunț când intervine ceva.</p> <p>Nu promit fără să am acoperire! Am curaj să spun NU (ofer next best).</p>  <p>RESPECTĂ!</p> <p>RESPECTĂ-ȚI PE CEILALȚI și pe tine! Ținuta de business e cartea ta de vizită.</p>
--	---	--	--	---

Our activity: Logistics solutions that underpin performance



Since **2008**, **iB CARGO** has been building complete, flexible logistics solutions tailored to the business realities of each customer. We are not just a transportation service provider - we are a partner that helps companies gain time, efficiency and control. We believe that our success and the success of our customers start with commitment, perseverance and integrity. Every interaction is handled with responsibility and care, because behind every shipment, there's a promise: performant delivery, regardless of the challenges.

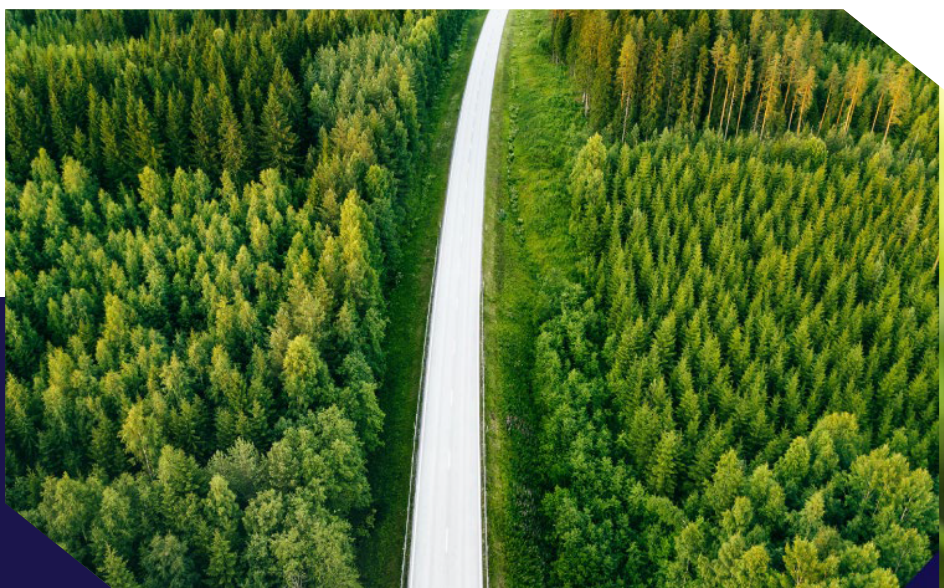
Our entrepreneurial culture encourages innovation, solution-oriented thinking and adaptability to change. We are in the place where logistics make the difference - in production, construction, trade, events or personal projects.

We provide a full range of services:

- ◀ Road, sea, air, rail, time-critical, distribution
- ◀ Related services: customs clearance, warehousing, insurance, consolidation/deconsolidation, door-to-door delivery

Through the creativity and expertise of our team, we connect customers with their service providers anywhere in the world, by delivering efficiency and reliability in a rapidly changing logistics environment.

3. Our sustainability strategy



iB CARGO & ESG: Meaningful performance

We, at iB CARGO, believe that every transport matters – so does its impact on the environment and society. Sustainability is an integral part of the way we operate, make decisions and grow.

As ESG reporting becomes a priority for more and more industries, we stand by our customers by providing logistics solutions that support their environmental, social and governance objectives. Our approach is transparent, measurable and focused on long-term impact.

Commitment to the environment



iB CARGO & ESG: Meaningful performance

We, at iB CARGO, believe that every transport matters – so does its impact on the environment and society. Sustainability is an integral part of the way we operate, make decisions and grow.

As ESG reporting becomes a priority for more and more industries, we stand by our customers by providing logistics solutions that support their environmental, social and governance objectives. Our approach is transparent, measurable and focused on long-term impact.

Social responsibility



We put people in the heart of everything we do. We believe that positive impact starts in the communities in which we operate and through each employee who helps change things for the better

- ◀ Safe, inclusive and motivating work environments that emphasize employee well-being
- ◀ Training and professional development programs across all levels of the organization
- ◀ Investing in communities through impactful sponsorships and direct involvement in local projects such as Color Run, organizing blood donations, landscaping of Drag and Dor park in Braşov
- ◀ Promoting diversity and equal opportunities within all teams
- ◀ Well-being of employees through concrete measures: Private health insurance, psychotherapy, in-office massage sessions, hybrid work schedule, employee welcome packages.
- ◀ Training and recognition: Professional trainings, performance bonuses.

Ethical governance



Trust, transparency and integrity define our work method:

- ◀ We exclusively collaborate with service providers that meet high ethical and social standards
- ◀ We ensure full process transparency and rigorous data protection
- ◀ We apply a proactive and robust risk management framework
- ◀ We build sustainable partnerships based on mutual respect and shared values
- ◀ Implemented certifications: ISO 9001, ISO 27001 AEO, Ecovadis, GDP, IATA
- ◀ Full compliance with GDPR regulations.
- ◀ Code of Conduct for employees and external service providers.

Stakeholder management



At iB CARGO, we believe that genuine sustainable development is based on strong, transparent and accountable relationships with all our stakeholders. In a complex logistic ecosystem, active involvement and constant communication with the stakeholders are crucial to building a resilient and ethical business. We manage the relationship with stakeholders by identifying specific impacts, by tailoring dialogue channels and clearly documenting all associated processes. This is an integral part of our sustainability strategy and reflects our commitment to respond responsibly to their expectations and needs.

iB CARGO stakeholders' categories:



◀ **Employees:** We provide a safe, inclusive and motivating work environment. We facilitate communication, provide professional development opportunities and engaging organizational culture.

◀ **Management:** Actively involved in defining sustainable strategic direction. We monitor ESG performance indicators and support responsible long-term decision-making.

◀ **Clients:** We offer transparency, predictability and logistics solutions tailored to ESG objectives. We encourage collaboration and best practices exchange on sustainability across the supply chain

◀ **Service providers:** We select and assess partners based on ethical, social and environmental criteria. We set clear compliance standards and promote shared responsibility in logistics operations

◀ **Local community:** We actively engage in supporting communities through volunteering programs, sponsorships, and initiatives with local impact. We listen to the voice of the community and integrate its needs into our social responsibility plans

◀ **NGOs:** We collaborate with relevant non-governmental organizations to promote social, environmental and educational causes. These partnerships help expand our positive impact

◀ **Authorities:** We comply with the legislation and regulations in force, maintain an active and transparent dialogue with the authorities and help improving the regulatory framework in our field.

Our objectives in stakeholder management



Responsible and strategic stakeholder management is an essential pillar of iB Cargo's sustainability strategy. We are committed to building and maintaining relationships based on trust, transparency and long-term partnership, by actively contributing to the creation of shared value. Our objectives are articulated around four fundamental directions:

1. Strengthening relationships through proactive communication and constant collaboration. We focus on maintaining a continuous and transparent dialogue with all categories of stakeholders – employees, customers, service providers, authorities, NGOs and local communities.

Through consultations held regularly, thematic workshops, feedback sessions and active partnerships, we aim to:

- ◀ **increase the degree of involvement in joint initiatives;**
- ◀ **promptly adapt to the needs and expectations of each stakeholder group;**
- ◀ **preventing the emergence of conflicts through anticipation and openness.**

2. Identifying and minimizing negative impacts, amplifying positive ones

We apply an ESG due diligence approach to analyze and mitigate risks that may affect stakeholders. In parallel, we invest resources for the generation a positive impact on the environment and society. Examples of actions:

- ◀ **periodic risk assessment across the supply chain (including social and climate);**
- ◀ **supporting service providers in adopting sustainable practices;**
- ◀ **promoting social and environmental projects that bring value to the community.**

3. Systematically documenting interactions and initiatives carried out
To ensure the traceability and coherence of our relationships, we have implemented a formalized framework of procedures and monitoring of interactions with stakeholders. This includes:

- ◀ **Archiving minutes of meetings, consultations and the agreements concluded;**
- ◀ **monitoring of commitments and joint actions;**
- ◀ **including qualitative and quantitative indicators to assess the effectiveness of the relationship**

4. Aligning stakeholder relationships with ESG principles and iB CARGO Sustainability strategy

All strategic relationships are evaluated and developed through the lens of ESG (Environmental, Social, Governance) principles, ensuring coherence with our sustainable development direction. This alignment involves

- ◀ **integrating ESG criteria into the selection and evaluation of partners;;**
- ◀ **involving stakeholders in achieving our environmental, social equity and ethical governance objectives**
- ◀ **transparent reporting progress and performance against commitments.**

KPIs and Targets for 2025

Training	Our commitment	What do we measure?	
	Target	KPI	Targets 2025
Governance	iB Cargo is committed to investigating any unethical or illegal behaviour reported in good faith, maintaining the confidentiality of the proceedings.	Reporting the number of complaints and ethics and integrity incidents	Zero non-investigated and untreated incidents
Social	Maintaining teams motivated and competent	Annual number of hours of professional training	3 hours of professional training/year/employee
	We maintain a safe and healthy workplace for all our employees	No occupational accidents	Zero non-investigated occupational accidents
		No. of sick leave days	Reduction of the number of sick leave days due to occupational diseases
	We develop an organizational culture based on trust and mutual support	New employees and staff fluctuation	Maintaining the staff retention rate
	We support diversity and equal opportunities	The percentage ratio between men and women among employees	Maintaining the proportion around 50/50 percentage ratio between women and men
Mediu	Caring for people and the community	Involvement in social actions	Supporting the education of children and young people from placement centers and disadvantaged environments
	Reduction of energy consumption	Energy consumption at all company locations	Reduction of energy consumption
	Reducing fuel consumption of the transport fleet	Average fuel consumption/100 km	Reducing consumption by optimizing transport routes
	Reducing the operations negative impact on the environment	Recycling rate of waste generated from administrative activity	Increasing of waste recycling rate by implementing internal policies and procedures
		Nr de coli de scris utilizate in activitate	Scaderea cantitatii de hartie utilizata pentru corespondenta

Caring for people, committed to the future



At iB CARGO, we believe that sustainability does not start with numbers, but with the people behind them. Every success, every transport completed on time, every satisfied customer — all are the result of the involvement, dedication and professionalism of our team.

We put people in the core of our decisions.

We build a safe, open and inclusive work environment, where every employee feels respected, listened to and encouraged to evolve.

Our care is reflected by the way we relate to the physical and emotional well-being of our colleagues, but also by the way we support the balance between personal and professional life. We constantly invest in the professional development of the team through training programs, mentoring, access to resources and real opportunities for career growth. At the same time, we cultivate an organizational culture based on collaboration, transparency and sense of belonging, where initiative is encouraged and everyone's contribution matters.

We know that sustainable performance cannot exist without engaged, supported and motivated people. Therefore, our commitment to the future means, above all, a commitment to our team — because only together can we build a responsible, humane and sustainable business.

Our Team

Total number of employees: 149

Breakdown by gender: 48% women; 52% men

Breakdown by group of age:

- ◀ 20+: 30%
- ◀ 30+: 34%
- ◀ 40+: 30%
- ◀ 50+: 5%

Breakdown by departments and functions:

- ◀ Top management: 6%
- ◀ Middle management: 6%
- ◀ Operational departments: 73%
- ◀ Functional departments: 14.85%

Respect for human rights

iB CARGO prepares an annual internal Report on human rights compliance, which reflects the company's commitment to aligning its activities with established international principles, including the Universal Declaration of Human Rights and the standards of the International Labor Organization. The report monitors and analyses key areas such as:

- ◀ **Freedom of association and collective bargaining – guaranteed to all employees, without reprisals or pressure;**
- ◀ **Prohibition of child labour and forced labour – no reported deviations or violations;**
- ◀ **Prevention of abuse and discrimination – no incidents recorded in the reference year;**
- ◀ **Promoting diversity – reflected in gender balance and compliance with ethical criteria in recruitment and professional development processes**

The report is used as an internal assessment tool and reflects the company's ongoing concern for fundamental rights, workplace safety, respect, and fairness.

Diversity and inclusion

- ◀ **Percentage of women in management positions: 56% women; 44% men**
- ◀ **Policies and initiatives to promote diversity:**

At iB Cargo, we respect the fundamental rights of every employee and are firmly committed to promoting a work environment based on fairness, dignity, and mutual respect. We firmly oppose against any form of discrimination, direct or indirect, regardless of criteria such as gender, age, nationality, ethnicity, religion, disability, sexual orientation, beliefs, or any other differentiating factor

Non-discrimination and Dignity

- ◀ **We treat all employees with dignity and respect, by assuring safe, fair, and inclusive working conditions. We do not tolerate harassment, humiliation, intimidation, or any other behavior that may undermine the personal or professional integrity of our employees.**

Equal opportunities

- ◀ **We support equal access to professional opportunities for everyone, promoting diversity and inclusion. We ensure that recruitment, evaluation, promotion, and remuneration processes are based on skills, performance, and potential, not on biases or stereotypes**

Equality between Women and Men

- ◀ **We are committed to providing women and men with equal opportunities in the workplace at all stages of their professional careers. We support gender balance in teams, leadership, and strategic decisions, by promoting an organizational culture in which everyone's contributions are recognized and valued**

Non-Discrimination and Equal Opportunities Policy

iB CARGO implements a clear and firm policy regarding compliance with the principle of non-discrimination and the elimination of any form of violation of human dignity in labour relations. The policy is aligned with the national and European legislative framework and is supported by a robust set of internal rules, procedures, and reporting mechanisms.

Key commitments:

- ◆ **Equal treatment for all employees, no discrimination based on gender, age, ethnicity, religion, sexual orientation, disability, political beliefs, family status, or union membership**
- ◆ **Zero tolerance for mental, psychological, or sexual harassment at the workplace, regardless of its source.**
- ◆ **Promotion of equal opportunities between women and men, including equal access to employment, promotion, professional training, remuneration, and social protection.**
- ◆ **Protecting employees against adverse treatment as a result of reporting misconduct or exercising legal rights.**

Implementation mechanisms:

- ◆ Internal procedure for reporting, investigating, and resolving cases of discrimination or harassment, by guaranteeing the confidentiality and fairness
- ◆ Person designated to handle complaints: Human resources Manager;
- ◆ The possibility to initiate internal investigations even in the absence of an official complaint;
- ◆ Access to counselling and support for victims;
- ◆ Protection of whistleblowers („whistleblowers”) in accordance with Law No. 361/2022.

This policy reflects iB CARGO's commitment to a safe, fair, and inclusive work environment where human dignity is respected and employee rights are actively protected

Compliance with internal framework and sustainability principles

iB CARGO has comprehensive Internal Regulations, structured in 17 chapters and 5 annexes, available transparently to all employees, which regulate all essential aspects of labour relations and internal activities. The Internal Regulation reflects the company's commitment to respect the employee rights, legal compliance, and promoting a fair, safe, and sustainable organizational climate.

Among the aspects covered we name:

- ◆ The rights and obligations of the employer and employees;
- ◆ Clear rules on working hours, leaves, pay, and discipline;

- ◆ Measures to prevent discrimination and protect dignity in the workplace;
- ◆ Policies on equal opportunities for women and men, including in recruitment, promotion, and pay;
- ◆ Rules for maternity protection, handling of complaints, and labour disputes;
- ◆ Regulations on professional training, performance evaluation, data protection, and the use of electronic signatures.

This internal framework contributes to the implementation of ESG standards and supports a culture of integrity, fairness, and responsibility within iB CARGO.

Personal development

- ◆ Average number of training hours per employee: 3,5
- ◆ Types of training programs offered:

1. Internal programs

◆ **General trainings:** Introduction to organizational culture, professional ethics, performance improvement, efficiency, collaboration, data protection, health, and safety at work.

◆ **Specialized training:** operational procedures, use of internal digital platforms, ESG policies, logistics and customs processes.

◆ **Internal trainers:** iB Cargo specialists or team leaders who share knowledge and best practices tailored to the company's context.

2. External programs

◆ Participation in courses in fields such as dangerous goods, sustainability, technical solutions for development, and communication.

◆ Workshops and conferences: sessions held by associations, communities, networks, networking, the press, chambers of commerce, NGOs, or professional organizations.

◆ External trainers: accredited trainers or experts who bring up-to-date know-how and relevant external perspectives.

Programs' objectives

- ◆ Increasing the level of competence/professional efficiency;
- ◆ Supporting personal development and leadership;
- ◆ Rapid adaptation to legislative or technological changes;
- ◆ Aligning teams with the company's strategic objectives and ESG requirements
- ◆ Optimization and innovation

Occupational health



Wellness and health programs:

- ◀ private health insurance
- ◀ psychological services
- ◀ pillar III pension contributions
- ◀ early education reimbursement, ophthalmological services and products
- ◀ balanced workload per person through constant analysis of workload financial and professional
- ◀ security

Annual health assessments for all employees Remuneration and benefits: performance bonus Employee benefits:

- ◀ in-office massage sessions
- ◀ bonus: day off for your birthday
- ◀ bonus: days off for seniority
- ◀ discounts on Therme Spa, Lensa, and Coral Travel services team building events
- ◀ Christmas party
- ◀ internship program for employees who are in college
- ◀ promoting constant and open communication: annual satisfaction survey and feedback sessions
- ◀ hybrid work arrangement
- ◀ supporting an ergonomic and friendly workspace promoting
- ◀ a recognition-based working environment
- ◀ a welcome package for each new employee

Work/life balance

Flexible working policies: hybrid work

- ◀ **Vacation and time off:** vacation and sick leave as needed
- ◀ **Recreational events and activities:** reimbursement offered for employees and their family members for activities such as Color Run and tree planting initiatives

Care for resources, respect for nature



At iB CARGO, we understand that every shipment does not only mean a journey, but also a responsibility towards the environment. We are committed to reducing the environmental impact of our activities through a sustainable and integrated approach to logistics.

We have taken on an operational model that prioritizes resource efficiency, constant route optimization, and careful monitoring of emissions. Every decision is guided by the desire to reduce fuel consumption, avoid unnecessary mileage, and integrate technology that helps protect nature.

The respect for resources is not just an ethical choice, but an essential part of our business culture. We invest in digital solutions that help us reduce waste, in partnerships with service providers who share the same values, and in environmental projects with real impact — from recycling and reforestation to educational initiatives in communities.

We believe in a future where logistics is not just about speed and economic efficiency, but also about responsibility towards the planet. And every shipment we make is a step towards that future.

Reduction of CO₂ emissions

- ◀ Optimization of transport routes to reduce fuel consumption and greenhouse gas emissions.
- ◀ Investing in a fleet of low-emission vehicles (hybrid vehicles).
- ◀ Monitoring and reporting emissions generated by our activities.

Energy efficiency

- ◀ Implementing energy-efficient solutions
- ◀ Use of renewable energy sources, where possible.
- ◀ Reducing energy consumption through sustainable technologies and practices.

Waste management

- ◀ Recycling programs for materials used in daily operations.
- ◀ Collaboration with partners for responsible management of generated waste.

Resource conservation

- ◀ Efficient use of natural resources, such as water and fuel.
- ◀ Reforestation projects or other environmental initiatives in collaboration with NGOs.
- ◀ Education and awareness among employees and partners regarding resource conservation.

Environment, Health and Occupational Safety Policy

iB CARGO own and applies an integrated environmental protection and occupational health policy that reflects the company's firm commitment to legal compliance, pollution prevention, and continuous improvement of environmental performance and working conditions

Key principles:

- ◀ Compliance with legislation and all relevant environmental, health, and safety requirements;
- ◀ Preventing pollution and reducing the environmental impact of operations (GHG emissions, waste, resource consumption);
- ◀ Efficient use of energy and promotion of packaging recycling;
- ◀ Ensuring safe working conditions, prevention of accidents and occupational diseases;
- ◀ Employee involvement through training and consultation on environmental and occupational health responsibilities.

Measures and commitments:

- ◀ Setting ESG performance targets and indicators (KPIs);
- ◀ Integrating environmental requirements into strategic planning processes;
- ◀ Collecting and analysing data relevant to decision-making;
- ◀ Transparent information and communication with authorities and stakeholders.

Responsibility for the effective implementation of the policy lies with the company's management, which is committed to allocating the necessary resources and ensuring the involvement of all employees in complying with these principles

Measures and commitments:

- ◀ Selecting service providers who comply with environmental standards and sustainable practices.
- ◀ Periodically assessing the environmental performance of partners in the supply chain.
- ◀ Promoting green innovations in collaboration with service providers.

Sustainable Procurement Policy

iB CARGO integrates the principles of sustainable development in all its procurement processes, aiming to reduce its environmental impact and promote social responsibility in its relationships with service providers and subcontractors.

Core principles:

- ◀ Fair and transparent procurement, based on environmental criteria and professional ethics;
- ◀ Requiring suppliers to comply with ILO principles on decent work (no forced or child labour, freedom of association)
- ◀ Promoting local partnerships and relationships based on shared values of sustainability.

Key commitments:

- ◀ Inclusion of ESG criteria in the selection and evaluation of strategic service providers;
- ◀ Request for adherence to the iB CARGO Supplier Guide;
- ◀ Supporting suppliers in improving their environmental and social performance;
- ◀ Encouraging waste reduction, recycling, and resource efficiency.

This policy applies to all iB CARGO strategic service providers and reflects the company's commitment to sustainable supply chains that are compliant with the Sustainable Development Goals (SDGs).

Promoting Diversity in the Supply Chain

iB Cargo has adopted a policy dedicated to supporting women-owned businesses as part of its commitment to diversity, equity, and inclusion in its supplier ecosystem.

Main objective:

To increase the representation of suppliers with majority female ownership in the company's supply chain, providing them with fair access to commercial opportunities and support in business development.

Key commitments:

- ◀ Actively identifying eligible suppliers through networks and profile organizations
- ◀ Verifying ownership structure to ensure eligibility;

Sustainable Procurement Policy

- ◀ Integrating diversity as a selection criterion in the procurement process;
- ◀ Active support through mentoring, training, and collaboration with relevant NGOs.

Monitoring:

At the end of each year, contracts are analysed to determine the share of women-led suppliers in the total services purchased.

This policy reflects iB Cargo's commitment to building a more inclusive economy through responsible partnerships focused on gender equality

Care for community, meaningful involvement

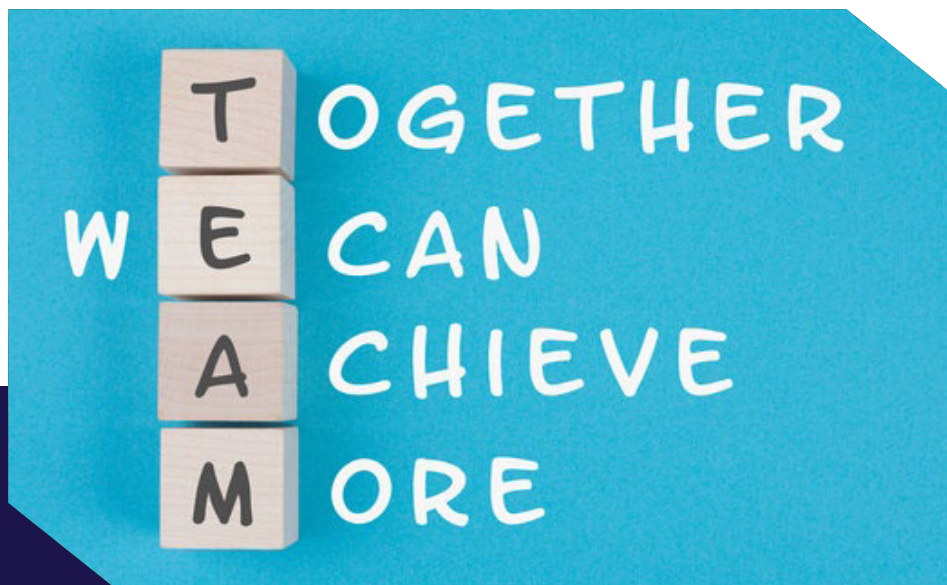
At iB CARGO, we believe that a sustainable company is more than just an economic player—it is an active member of the community. Therefore, our social responsibility is not limited to occasional sponsorships or symbolic actions, but it is transposed into real, constant involvement focused on the concrete needs of people.

We are an integral part of the places where we operate and we assume the role of contributing to their development. We are involved in local projects, support educational, social, and environmental initiatives, and collaborate with NGOs and institutions that bring about sustainable change in society.

Our corporate volunteering programs encourage employees to actively engage in supporting relevant causes—from reforestation and fundraising to mentoring or logistical support for community projects. At the same time, we develop long-term partnerships with organizations that share our vision of meaningful social impact.

The care for the community is a commitment we undertook, not an obligation. We build relationships based on respect, trust, and solidarity, because we know that only together can we contribute to a more equitable, engaged, and sustainable society. At iB CARGO, we believe that a sustainable company is more than just an economic player—it is an active member of the community

Community involvement



Between September 2023 and September 2024, iB CARGO supported 20 non-governmental organizations and community entities through sponsorships, with a total contribution of over 365,500 lei. These sponsorships targeted areas such as health, education, sports, culture, and social inclusion

Supported areas:

- ◀ **Health and therapeutic support:** sponsorships for children with autism, patients with cancer, or those suffering from rare and incurable diseases (Help Autism, Hospice Casa Speranței, Anemia Blackfan Diamond Association, Zâna Roz Association);
- ◀ **Education and inclusion:** support for educational programs for institutionalized children from disadvantaged backgrounds or for language and communication development (Ajungem Mari, Bright Future, Language & Communication);
- ◀ **Sports for children and young people:** sponsorships for football, karting, basketball, martial arts, and horse-riding clubs (Viitorul Corbeanca, Lucky Horse, Budo-Seishin, Karting București);
- ◀ **Culture and arts:** supporting the promotion of Romanian culture and emerging artists (MEDS Association, 24/7 Art);
- ◀ **Various social causes:** supporting local community causes (Zi de Bine, Viitorul Nostru, The Parish of St. Theodora the Pious).



iB CARGO's objective:

Through these sponsorships, iB CARGO expresses its firm commitment to actively contributing to the development of communities by supporting relevant and sustainable initiatives that bring real value to society. Sponsorships are granted in accordance with the principles of integrity, fairness, and a positive social impact.

Together, we are shaping a future that matters

At iB CARGO, we do not see the sustainability as an option, but as a profound responsibility — towards people, towards the planet, and the future generations. Every action, every partnership, and every step we take with integrity shall bring us closer to the world we believe in: a cleaner, fairer, more humane world.

We are not taking this journey all by ourselves. Thank you for choosing to be with us—with confidence, commitment, and sharing the same vision of what responsibility and courage in business mean.

Because we don't change the world with statements, but with actions. We don't build it out of ambition, but due to our values.

Thank you for being part of our story. Beyond the numbers and reports, what remains is what truly matters: that we care. And that we move forward together.