



2023
ESG
Report





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Welcome

The topic of sustainability at UNIQUE encompasses three interconnected levels: Environment, Social and Governance. We are continuously working to strengthen these three pillars within our company. We clearly see our responsibility here and strive to promote all aspects of the ESG principles in all business activities and decisions. This refers not only to internal company processes, but also to our dealings with customers, suppliers, and service providers. For us, Environment, Social, Governance (ESG) means actively and voluntarily creating sustainable added value.

For UNIQUE, commitment to sustainability is corporate culture in action and an integral part of our corporate success: fair business practices, good working conditions and sustainable procurement strategies serve to enhance our customer partnerships.

Message from our CEO



We recognize the long-term value
of a robust sustainability strategy.

Sunandan Ray
Chief Executive Officer

I am honored to share with you our steadfast commitment to Environmental, Social, and Governance (ESG) principles. These are values that have become an integral part of our company's DNA. This report highlights our commitment to continuous improvement in the work rendered by our employees, vendors, and partners.

Environmentally, we are committed to conducting our operations in a responsible manner. All service management systems are aligned to help monitor our ecological impact. To further understand our broader business impact, we have included our initial findings and are working closely with relevant suppliers to learn more about their sustainability practices to ensure we are aligned in our common sustainability objectives.

Socially, our people are our top priority. We have programs in place to ensure health, wellness, and safety. We launched key initiatives around development, and expanded our efforts around Diversity, Inclusion, and Belonging to ensure that our workforce represents the diversity of the communities we work in while also promoting our efforts to give back to these communities.

From a governance perspective, the Governance Committee of our Board of Directors provides leadership and has overall accountability for the development and execution of our environmental, social programs, and key individual performance indicators in these areas for our business units and corporate functions.

In 2024 and beyond we are focused on implementing more rigorous controls around sustainability data governance and alignment across the organization. In addition, we have a robust global ethics and compliance program.

We are proud of the enhancements we have made to our sustainability program over the past year. Our commitment to ESG reflects not only our values but also our belief that responsible business practices are the path to long-term success. We look forward to your continued partnership and collaboration as we work towards a more sustainable and prosperous future for all.

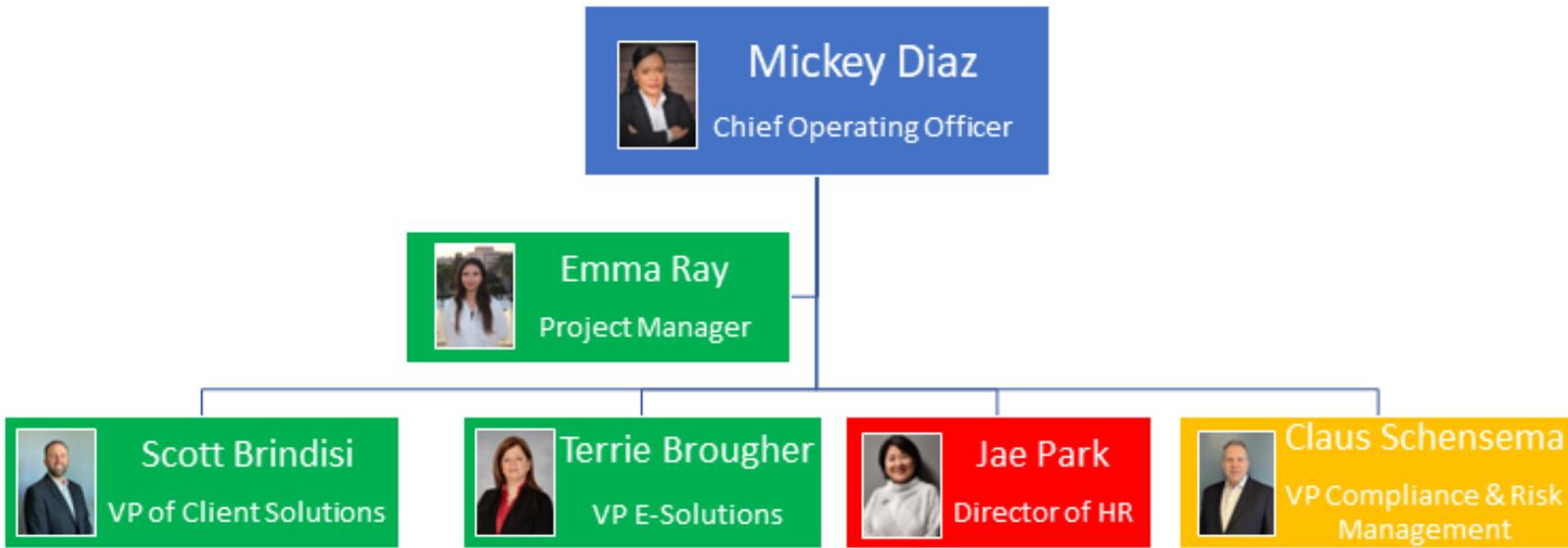
Sunandan Ray
CEO

A handwritten signature in black ink, appearing to read "Sunandan Ray".



Meet the Team

Behind our sustainability initiatives stands a team of dedicated professionals committed to driving positive change. During 2023, UNIQUE assembled an ESG initiative project team. Each member brings a unique set of skills and commitment to our mission. While the project team and initiatives have started in our US headquarters, we are collaborating with our counterparts globally. Together, we work collaboratively to implement and advance our sustainability initiatives, leading the organization in actions that result in ensuring UNIQUE's contribution to a greener, more responsible tomorrow.



"Meet our dynamic sustainability team. Leading the charge as our executive sponsor is our COO, Mickey Diaz, providing overall strategic direction of the projects.

In charge of compliance and governance is our VP of Compliance and Risk Management, Claus Schensema.

Promoting diversity, inclusion, and development of our employees and the community is our Director of HR, Jae Park.

Overseeing the optimization of our system capabilities for CO₂ tracking and analysis is our VP of E-Solutions, Terrie Brougher. Her focus extends to providing customers with enhanced visibility into transportation routing.

Ensuring ongoing consultation with our customers, both during on-boarding and throughout the relationship life-cycle is our VP of Customer Solutions, Scott Brindisi. This involves addressing customer sustainability goals and determining how UNIQUE can offer optimal solutions for routing and mode options.

As the project manager, I am thrilled to collaborate with this multifaceted team. With a strong background in carbon research myself, I am committed to driving our sustainability initiatives forward by leveraging data-driven insights. I believe that a sustainable future relies on our collective efforts to reduce our carbon footprint and enhance environmental stewardship."



Emma Ray
ESG Project Manager

01

Environment

UNIQUE



"In today's world, ESG isn't just a 'nice to have'; it's a 'must-have' for our customers. I am dedicated to gathering customer sustainability aspirations and aligning them with UNIQUE's strengths for a mutually rewarding partnership. Ensuring sustainable solutions is my goal."

Scott Brindisi
Vice President Client Solutions

In recognizing the pivotal role UNIQUE plays in addressing environmental challenges, we actively pursue direct collaboration with our customers on ESG projects. This collaboration extends beyond conventional business relationships, as we work closely with our customers to align our sustainability goals. By engaging in ongoing discussions, we gain valuable insights into their specific ESG objectives and collectively explore innovative solutions to reduce environmental impact. This collaborative approach not only enhances our commitment to sustainability but also strengthens the bonds with our customers.

At UNIQUE, we understand that fostering meaningful connections with our customers goes hand in hand with delivering an exceptional customer experience. Our direct collaboration on ESG initiatives not only contributes to the greater environmental good but also solidifies our customer relationships. As we strive towards common sustainability goals, we create a shared sense of purpose.

By involving our customers in the journey towards sustainability, we not only provide them with transparency and choice in freight solutions but also foster a sense of shared responsibility. As we continue to explore and implement ESG projects with our customers, we are confident that these collaborative efforts will not only reduce our environmental footprint but also elevate the overall customer experience at UNIQUE.





When you realize that almost 8% of global CO₂ emissions are attributable to the logistics industry, it becomes clear how great our responsibility is as a logistics service provider. UNIQUE's goal is to control and reduce the impact of our activities and contribute to the fight against climate change. As a non-asset based freight forwarder, UNIQUE does not directly contribute to Scope 1, however, we are consistently working on finding ways to reduce or offset our carbon footprint and that of our customers. By making emissions for freight routes visible (for example with a CO₂ calculator), our customers can compare the alternative between Air and Sea Freight and can work out the best solution together with us.

Climate change and its consequences require decisive action on a global scale. Only if every actor in business and society accepts its responsibility will the necessary climate targets be achievable. The magnitude of the challenge, but also the urgency of the situation, makes Environment a central point of ESG. Here are insights into the various fields in which UNIQUE is contributing to conserving resources and reducing emissions.

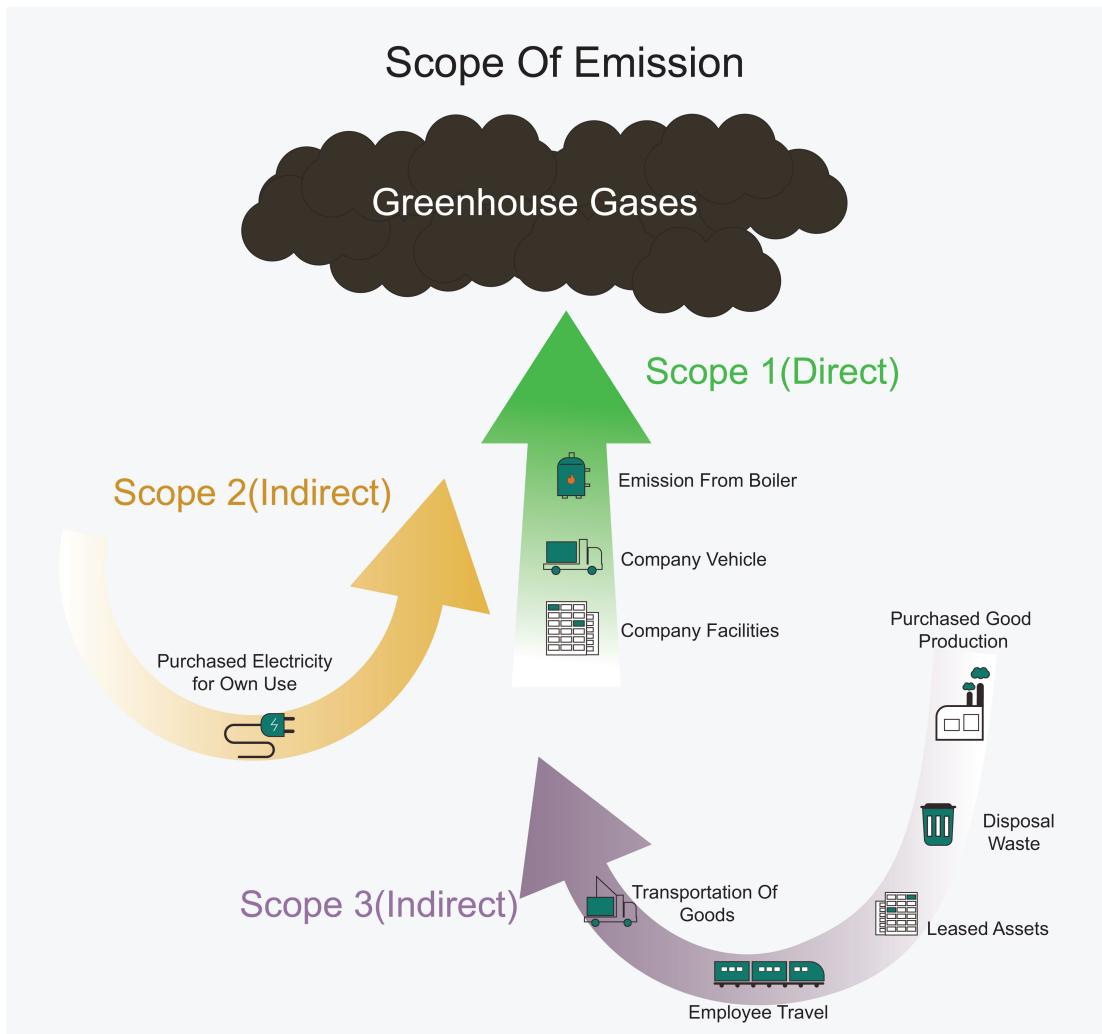
Defining Scopes

2

At UNIQUE, we embrace a paperless approach throughout our operations and choose facilities equipped with energy-efficient lighting systems. We operate under remote schedules, leading to reduced energy consumption in office spaces and commuting emissions. Through these measures, we are able to minimize our Scope 2 impact.

1

As a non-asset based freight forwarder, we provide logistical solutions without the associated Scope 1 impacts. Our main goal for Scope 1 is to work with customers and suppliers to ensure optimal usage of sustainable energy sources.



3

While our direct emissions remain minimal, it's crucial to acknowledge that the logistics industry bears the burden of indirect Scope 3 emissions largely influenced by the rest of the supply chain. Recognizing this, our dedication to supporting clients in their sustainability journey remains paramount. We offer a comprehensive emissions calculator to empower our clients to evaluate and understand the carbon footprint associated with their freight routes.



"As Vice President of E-Solutions, I am proud to lead the projects around measurement, data analysis, and visibility of sustainable initiatives for UNIQUE. Our integrated systems are specifically designed to empower UNIQUE and our clients to manage their sustainability initiatives with efficiency and precision. Through our intuitive platforms, clients can effortlessly monitor and analyze their carbon footprint, enabling them to proactively identify areas for improvement and implement sustainable strategies that align with their business goals."

Terrie Brougher
Vice President E-Solutions

Green Horizons: Our Commitment to Sustainable Client Partnerships

In 2022, our commitment to environmental transparency led us to assess our clients' carbon footprint for all shipments. The resulting figure: a noteworthy 297,134.87 metric tons of CO₂e (measured wheel to wheel). This metric becomes our baseline and serves to energize our efforts to sustainability. Utilizing this data as a catalyst for strategic initiatives, UNIQUE will set goals aimed at reducing our environmental impact.

We have set a target of a 30% reduction of our clients' emissions against this 2022 baseline by the year 2025. We'd like to credit some of the reduction in emissions to the efforts and practices related to procurement and partnership with domestic carriers who utilize bio-fuels. We work with carriers that have sustainability programs in place and also participate in sustainability reporting. As advancements in sustainable aviation fuel (SAF) technologies progress and gain broader accessibility, we envisage aligning our business with air carriers transitioning to the use of SAF. By fostering partnerships with environmentally conscious companies, we aim to contribute to a better world and promote sustainable growth.



Mickey Diaz
Chief Operating Officer

"As Chief Operating Officer of UNIQUE , I am proud and excited to launch and lead our ESG programs and our first official ESG report. At UNIQUE our commitment to ESG-friendly operations is not just a corporate responsibility but a fundamental part of our identity.

UNIQUE operations teams remain dedicated to continuous improvement in sustainability, for all aspects of our operations. We believe that by integrating sustainability into our core business practices, we can create enduring value for our shareholders, employees, customers, families, and the communities we serve. We thank our Employees, our Vendor Partners, and especially our Customers for ongoing support in ensuring we explore new ways of reducing negative impact to the environment, and we look forward to collaborating with you as we collectively strive for a more sustainable and responsible future."



02

Social



**Jae Park
Director of HR**

"As UNIQUE's HR Director, my focus is cultivating an engaging work culture where our team members feel included and appreciated. We want to create an environment with like-minded team members who are committed to a better future."

In our commitment to sustainability, our focus on the social dimension extends to various crucial aspects. Central to our efforts is the promotion of good working conditions, encompassing equal opportunities and gender equality. Recognizing that principles we may take for granted here require active safeguarding in different parts of the world, we stand firmly behind the objectives outlined in the United Nations Global Compact (UNGC). Our dedication extends to supporting goals like poverty reduction and the promotion of decent work.

Our social initiatives emphasize the well-being of people, intricately connected to other dimensions of sustainability. The interplay between the social and environmental spheres is evident—exploitative working conditions and economic power imbalances can have detrimental effects on the environment. At UNIQUE, we champion fairness, healthy working conditions, and equal opportunities across all levels. This commitment isn't confined to our internal team; it extends to our global network of service providers and partners.

To ensure accountability, we've established binding guidelines that govern our actions, and we willingly subject ourselves to measurement against these benchmarks. Simultaneously, we hold our suppliers and business partners to the high standards articulated in our Supplier Codes of Conduct. In the social domain, these standards encompass critical areas such as human rights, equal opportunities, non-discrimination, freedom of association, product safety, working conditions, and minimum wage. Our collective commitment to these principles ensures a sustainable and equitable foundation for our global operations.

At UNIQUE, we take pride in fostering a diverse and inclusive workplace...

60%
of UNIQUE's USA
workforce
represents diverse
backgrounds

60%
female representation
in our USA workforce
and in our leadership
team

72%
of UNIQUE's USA
workforce is over 40
years of age, bringing
valuable knowledge
and skills to our team



Health and Safety

UNIQUE is committed to the well-being of employees, subcontractors, and visitors throughout all offices and warehouses worldwide. As a truly reliable partner, it is our responsibility and Duty of Care to manage health and safety risks through preparedness, clear communication, swift escalation, regular inspections, and training.





Human Resource Management

At UNIQUE, we recognize the inherent need of individuals to cultivate their skills, gain valuable experience, and find purpose in their work. Our commitment to fostering a fulfilling work environment begins with thoughtfully crafted job profiles that incorporate ongoing training and robust career pathways. Irrespective of an employee's position on the career ladder, we firmly believe that every team member deserves unwavering appreciation and support.

In our view, fair remuneration is integral, complemented by a commitment to absolute acceptance and equal opportunities across various dimensions, including race, language, home and origin, faith, religious or political views, age, gender, health restrictions, or sexual orientation. We proudly champion diversity, viewing it as a fundamental strength that enriches our company culture. Our dedication to sustainable working conditions extends beyond the workplace, encompassing support for maintaining a healthy work-life balance. This commitment aligns seamlessly with our core values.

The well-being of our applicants and employees is our paramount concern, evident from our rigorous on-boarding process that ensures an optimal start through virtual meetings and e-learning modules. We take a systematic approach to training our employees, empowering them to carry out their responsibilities effectively.

At UNIQUE, our work environment is encouraged by pragmatism, with decisions made promptly, emphasizing the importance of personal customer relationships. People are at the center of our operations, and we actively encourage independence, fostering both personal and professional development.

Work-Life Harmony at UNIQUE

At UNIQUE, the seamless integration of our staff, both professionally and personally, is a top priority. From the very beginning, we provide robust support, with team colleagues serving as the initial point of contact to help new staff acclimate to daily working life. Our e-learning platform further equips newcomers with essential insights into our company, offering a comprehensive understanding of how sea freight, sales, air freight, and all our services function. This orientation includes valuable insights into country-specific differences, laying the foundation for a successful start at UNIQUE.

To fortify our family-conscious personnel policy and address individual concerns, UNIQUE has implemented measures to foster a family-friendly working climate. Guided by eight key areas—working hours, work organization, place of work, information and communication policy, management competence, personnel development, remuneration components, and non-monetary benefits, along with services for families—we develop coordinated measures that form a comprehensive strategy. This approach allows us to tailor solutions that are as individualized as possible, ensuring a harmonious and fulfilling work-life experience for our team members.





Human Rights and Fair Working Conditions

UNIQUE is committed to preventing slavery and human trafficking throughout its operations and activities worldwide. Our responsibility for human health and welfare does not end at the boundaries of UNIQUE's employment. UNIQUE has zero-tolerance to slavery and human trafficking and is committed to act ethically and with integrity in all of its business dealings and relationships. Business partners are to comply with our Supplier Code of Conduct and agree to uphold human rights internationally. If business partners do not uphold the basic principles of our Code of Conduct, we reserve the right to terminate the cooperation. We are dedicated to fostering a supply chain and business environment that prioritizes and safeguards human rights on a global scale.

03

Governance



Claus Schensema
Vice President of Compliance and Risk Management

"Governance encompasses the processes by which organizations are directed, controlled, and held to account. It includes the authority, accountability, leadership, direction, and control exercised in an organization. My role at UNIQUE is to support the management and staff to understand and embrace Governance and its overall value proposition. Greatness can be achieved and maintained when good governance principles and practices are applied throughout the whole organization and that's why strong governance is critical to UNIQUE's long-term success."

A global approach to trade is commonplace in the current business environment. The opportunity exists for companies of any size, sole proprietors to multinational corporations, to reach global markets as never before. With such opportunity also comes responsibility for conducting transactions within the laws and regulations that govern trade, both within the United States and abroad. From a U.S. perspective, companies are required to conduct business transactions that are compliant with the laws and regulations established to support the foreign policy, national security, and commerce of the United States. To meet a company's global business objectives while maintaining compliance with applicable laws and regulations, it is essential that any company conducting international transactions develop and adopt a comprehensive trade compliance program.

The trade compliance program elements identified below are the minimum responsibilities a company should undertake for a successful trade compliance program that balances a company's strategic business goals while minimizing risk.

- Commitment to Compliance
- Policies and Procedures
- Training
- Consequences of Non-Compliance

Trade Compliance is an integral part of UNIQUE's vision statement and core values.

Code of Conduct
Unique's corporate culture

Trade Compliance
Compliance Management System

Code of Ethics
Unique's ethical principals

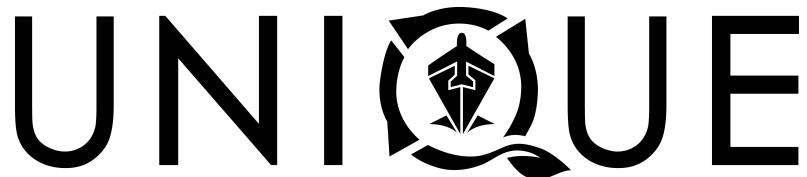


Code of Conduct

UNIQUE's corporate culture has developed on the basis of values and principles since the company was founded. Every employee embodies this culture and contributes to its continuation in the future by acting responsibly and ethically. Our Code of Conduct is both an expression of appreciation and an incentive to see and accept one's individual responsibility in the workplace. Personal integrity is the basis for this. It promotes trusting business partnerships and a positive working atmosphere. It starts with external appearance and professional manners and continues with respectful interaction without discrimination, belittling or even harassment. Similarly, we expect the highest integrity from our employees with regard to bribery, confidentiality, and conflicts of interest. This standard also and especially applies to the members of the Executive Board, who set the example for all UNIQUE's employees.

The Compliance Management System at UNIQUE comprises rules, standards and processes which are intended to ensure compliance with legal regulations and guidelines within the Group. The focus here is on a value and risk-oriented approach; Our Compliance Management System serves to ensure that we behave correctly and that our mandate to act is socially legitimate.

Compliance is anchored at all levels throughout the Group and adherence with the UNIQUE Code of Conduct and its policies and practices is fundamental to UNIQUE's delivery of sustainable value and promoting the long-term success of the organization.



Trade Compliance

The Customer warrants UNIQUE and its subsidiaries, its agents, and successors, in general and for the term of the Agreement that both the transportation of the cargo and the cargo itself do not and will not violate any applicable law of the European Union, the United Nations, the USA or of individual Countries which have adopted in the fight against terrorism, or which impose trade restrictions, such as embargoes and/or sanctions. In the event that such transport violates any applicable law or regulation, the Customer will defend, indemnify, and hold harmless UNIQUE and its subsidiaries, its agents, and successors from any and all liability, costs, expenses, and attorney's fees resulting from such violation, UNIQUE and its subsidiaries assume no obligation to undertake or assist us in any remediation of any such violation.

In case a service is not permitted due to restrictions and/or embargoes or a transaction in the respective country, UNIQUE shall be released from its obligation to provide such service without any liability.

Code of Ethics

UNIQUE's ethical principles are not only the basis for individual employee behavior, but also guide our business conduct as a whole. All UNIQUE business activities are righteous, fair, and ethical. Applicable law is followed without compromise. As far as possible, we promote humane working conditions, health and education, and fair-trade relations between UNIQUE and its representatives, customers, and suppliers. UNIQUE will not tolerate any deviations in the form of unethical behavior or illegal activities. This includes in particular child labor, corruption, discrimination, and the endangering of occupational safety. We actively encourage our employees to report any violations of our Code of Ethics. For this purpose, we have set up our own whistle-blowing hotline. Reports in good conscience do not have to fear any consequences.



UNIQUE's Mission

In everything we do,
both for our internal and external customers,
our mission is to **"Deliver as Promised"**

To ensure we go the extra mile to
"make it easy for the customer to do business with UNIQUE"
and to continuously **"deliver great customer experiences"**

UNIQUE's Vision

Simply put, our vision is:

To be the Choice Partner of our Customers!

To be an employer of choice to our employees

To provide shareholder value

To become a leader in sustainability improvements within our industry



UNIQUE's Values

Our way of working is characterized by UNIQUE's values.

UNITY

Work together, across boundaries to meet the needs of our customers while building a positive team and family spirit.

NURTURE

Build open and honest relationships with one another and customers on a foundation of communication, respect, and sincerity.

INNOVATIVE

Take initiative to create and implement positive changes that will aid us to continue to evolve and deliver the best value to our customers.

QUALITY

Set a goal of achieving total customer satisfaction with emphasis on continuous improvement, timely response, integrity and accuracy.

UNDERSTANDING

Embrace the power of empathy and random acts of kindness amongst ourselves, with our customers, and the communities in which we live and work.

EXCELLENCE

Aim for excellence in all that we are and do so that we can deliver what we promised to our customers and exceed their expectations.

Even and especially as a company with a long tradition, we always look to the future and question our daily actions to see how they can be improved. Out-of-the-box thinking is encouraged, as this is the basis for all innovations. Entrepreneurship means fully identifying with one's work and its results and always being ready to ensure the customer's full satisfaction. The basis for this is a working environment at UNIQUE that tolerates mistakes and sees them as an unavoidable intermediate step in the pursuit of excellence. We value our employees' share in the company's success and reflect this back with corresponding appreciation.

**Helping You Navigate the Dynamic
World of Freight**