

Choose responsible transport solutions.

nox CSR Mission
Our Responsibility 2030

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The CSR contribution of nox in B2B Express Logistics

nox is part of **Groupe STERNE**, the European market leader in premium time-critical logistics. Our core strength lies in **planned, consolidated night and express transport services**, combining efficiency, supply reliability and sustainability in a unique way.

As a **system-relevant partner for European industries and service providers**, we understand logistics as more than just a service. It is part of our responsibility **for ecologically and socially appropriate transport solutions** - especially where high volumes and operational complexity converge.

In this context, the **nox Group** implements the mission of **Groupe STERNE** in an **operational, measurable and pragmatic** manner. Our efforts are applicable to our nox entities in **Germany, Austria, the Netherlands and Belgium** and deliberately focus on the areas where we can have a real impact: transport, energy use, working conditions and acting with integrity throughout our operational value chain.



European Network

Highly system-relevant, ensuring seamless supply reliability across national borders.



Consolidation & Scheduled Services

Intelligent route planning for maximum efficiency and minimal environmental impact.



Holistic Responsibility

Consistent sustainability across the entire value chain.

Our self-understanding: Only impact matters!

We focus on what we can genuinely influence and act consistently where it makes a real difference.



Our Strategic CSR Fields of Action

Each field of action is linked to concrete objectives, measurable KPIs and clearly defined responsibilities. Implementation takes place across all sites and in close alignment with Groupe STERNE.

Environment: Reducing impact where it truly matters

We focus on the key areas of our operational reality:

- ▶ **Electrification of transport operations**
Gradual transition to electric driving models in distribution and regional transport
- ▶ **Switch to renewable electricity**
Use of electricity from renewable sources at sites and for charging infrastructure
- ▶ **Intelligent transport planning**
Use of modern routing and planning tools to reduce mileage, empty runs and poorly utilized routes
- ▶ **Waste prevention and packaging reduction**
Focus on reusable and consolidated solutions, reduction of unnecessary packaging

Our ambition: measurable CO₂ reduction through technology, planning and energy - not through compensation.

People: Safe, fair & inclusive working environments

We focus on safe, fair and health-oriented working conditions.

- ▶ **Social standards within the partner network**
Clear requirements regarding occupational safety, fair remuneration and non-discriminatory working practices among transport partners
- ▶ **Reduction of physical strain**
Focus on suitable vehicles, equipment and processes, especially for heavy or bulky consignments
- ▶ **Safe and fair working conditions**
Clear standards for health, safety and respectful interaction in day-to-day operations
- ▶ **Qualification & awareness**
Training on safety, compliance and responsible conduct throughout the transport chain.

Our ambition: measurable social standards across the transport chain, applied and lived in everyday operations.

Ethics & Transparency: Clear rules and a clear

We focus on clear rules and transparent accountability:

- ▶ **Binding compliance standards**
Clear and consistent rules on integrity, data protection, information security and responsible business conduct form the basis of our actions
- ▶ **Transparent cooperation with partners**
Reliable, long-term partnerships based on transparent requirements and clearly defined expectations
- ▶ **Traceability instead of marketing**
Documented processes, clearly defined responsibilities and verifiable measures. Decisions and accountabilities are clearly assigned, internally and externally and can be explained at any time

Our ambition: reliability and transparency that are consistently comprehensible for customers, partners and employees.

From Commitment to Impact

Our CSR roadmap to 2030 is divided into three strategic phases. Each phase builds on the successes of the previous one and accelerates our transformation toward fully sustainable B2B express logistics. The milestones are ambitious but realistic and will be continuously reviewed.

Today – 2025

Fundament & Integration

Full integration into the mission and ESG governance of **Groupe STERNE**. Harmonization of KPIs, reporting standards and processes. Systematic involvement of all nox sites and strategic partners in the CSR strategy.

1

2

2026 – 2028

Acceleration & Scaling

Accelerated **CO₂ reduction in B2B express logistics** through the consistent expansion of alternative driving models and renewable energy sources. Comprehensive CSR training and awareness programs for all employees. Systematic integration of suppliers and partners into our sustainability objectives.

3

2029 – 2030

Target Achievement & Leadership

Achievement of **science-based climate targets (SBTi)** and establishment of a mature, measurable CSR performance across all three pillars. CSR becomes an integral part of every customer solution and a key competitive differentiator.

Measurability as a success factor: All milestones are underpinned by concrete, verifiable KPIs. Quarterly reviews ensure transparency and enable timely course correction. Our CSR initiatives are an integral part of our corporate strategy.