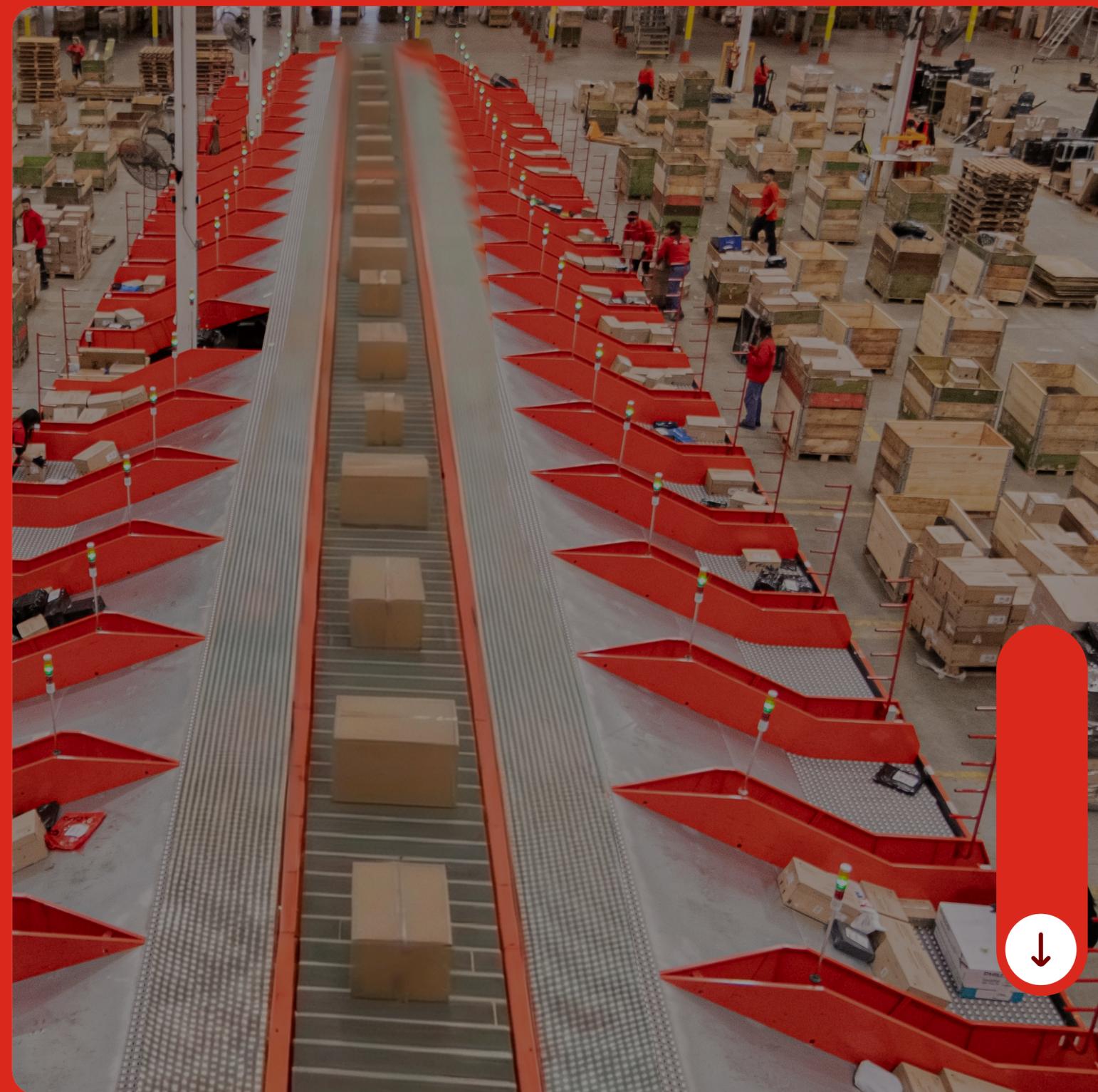# Executive Summary

Responsible logistics with economic and social impact, focused on people, experience and the planet.

ANDREANI

8 años

# Our Company

We are a logistics solutions platform that promotes and supports the country's economic development.

## Infrastructure and network:

- ⊙ Operating area in Argentina: 760,839 m².
- ⊙ AMBA plants: 8 plants comprising 6 transfer centers and 10 warehouse logistics operations centers.
- ⊙ 36 hubs and 153 branches strategically distributed throughout the country.
- ⊙ HOP points: 2,850, logistics solution for parcel drop-off and collection through a network of commercial locations nationwide.
- ⊙ Air logistics: 2 operations centers (Aeroparque Internacional Jorge Newbery y Aeropuerto Internacional de Ezeiza).
- ⊙ Fleet size: 4,192 vehicles.

## Volumes processed in the last year:

- ⊙ Residential/Business destinations visited: 21,348,806 nationwide.
- ⊙ Distance traveled: 163.2 km nationwide.
- ⊙ Shipments processed in Argentina: 54.6 million vs. 55.1 million in 2024.
- ⊙ Warehouse management: 677 million units and 1.97 million orders.
- ⊙ Cross-border shipments: 2.7 million.

## Solution Platform

### Services

- ⊙ **Comprehensive logistics:** Physical distribution and warehouse management services integrating production, distribution and reverse logistics for corporate customers and individuals.
- ⊙ **HOP points:** National network of more than 2,800 commercial points for parcel drop-off and collection.
- ⊙ **Witwot (Andreani spin off):** Innovation and technology development addressing operational logistics needs in Latin America.
- ⊙ **Andreani GlobAll Pack:** Cross-border service provision: international freight forwarder courier.
- ⊙ **Andreani Desarrollos Inmobiliarios:** Development and management of real estate assets for logistics processes and light industries.
- ⊙ **Andreani Circular:** Development of packaging and sustainable solutions for people, businesses and companies.
- ⊙ **Mail services:** Management of document letters, credit and debit cards, certified shipments nationwide, and distribution of commercial documentation and parcels.

### Solutions with social value

- ⊙ **Andreani University:** Internal training space to share and transmit our culture, who we are and where we are going.
- ⊙ **Andreani Academy:** Training space that promotes the professionalization of the logistics sector.
- ⊙ **Andreani Foundation:** Civil society organization that supports education, art, and culture.
- ⊙ **Andreani Social Logistics:** Free transport of social organizations' resources nationwide.

### Positioning and Reputation

- ⊙ MERCO Corporate Reputation 2025: ranked 18th overall and 1st in the logistics sector.
- ⊙ MERCO Talent 2025: ranked 16th overall and 1st in logistics.
- ⊙ MERCO ESG Responsibility 2025: ranked 17th overall and 1st in logistics, with strong performance in environmental commitment (11th), customer and societal engagement (16th), and ethics and governance (26th).

# Sustainability strategy

- ◉ We have established ourselves as one of the largest private employers in the country. Through the Andreani Academy and in partnership with the UTN, we professionalize the logistics sector by delivering high-quality technical training.

- ◉ We lead the digital transformation of the logistics sector, integrating artificial intelligence and automation across every stage of the process to provide an omnichannel, agile and personalized experience to more than 5 million monthly recipients.

- ◉ We are the only company in the sector that provides customers with real-time emissions information, integrating environmental traceability into our online service.

- ◉ We transform the life cycle of our inputs and packaging under principles of reduction, reuse and recycling, maximizing resource value, and minimizing the environmental footprint.

- ◉ We democratize access to logistics resources for NGOs nationwide, placing our infrastructure at the service of social causes.

Our strategy is structured in four fundamental pillars. These group material issues and guide our actions to enhance the social and economic value of responsible logistics, focused on people, experience and the planet.

### 1. People

*We are an organization that generates quality employment and promote continuous learning and training to build high performance teams.*

**Material topics:** employee experience, job creation and career development, talent management, social equity, health and safety.

### 2. Experience

*We invest in cutting-edge processes and technologies to improve continuously service quality and recipient satisfaction.*

**Material topics:** customer and recipient experience, efficient network design, data security and cybersecurity, logistics + AI.

### 3. Planet

*We foster sustainable mobility and energy efficiency, integrating technology and circularity to reduce emissions and optimize resources.*

**Material topics:** emissions management (GHG), air quality and noise, circular economy and efficient use of materials.

### 4. Society

*We connect communities and generate social impact through collaborative logistics solutions, promoting employability and a sustainable value chain.*

**Material topics:** education and employability, logistics with social impact, active participation in business forums, chambers and public institutions, responsible supply chain management, supplier development, contribution to the local economic development of the value chain and road safety.

# People

With 80 years of experience, we have consolidated our position as one of the largest employers in the country, placing people at the center of our strategy. In 2025, we managed the technological transformation and relocation of critical plants ensuring business continuity through close communication. Guided by the pillars of training, equity and safety, we turn employment into an opportunity for continuous development and professionalization.

## 1,310
women in the workforce (26% of the total) with emphasis on leadership and transportation roles.



## Investment in development

## $ 350 M
allocated to training.

## Merco Talento Ranking 2025
Ranked No. 16 overall and No. 1 in the Logistics Services sector.

## 281
women transporters in Argentina, representing 6.5% of the total.

**83%**
of middle management promotions in Argentina were filled internally.

**Employees within the People with Disabilities Program: 18** (vs. 22 in 2024).

### New hires
**333 people** joined to strengthen our teams.

Employees over 50 years of age: 18%.

## Andreani Academy
**475,888 training hours** delivered, and 1,582 participants.

# Experience

We invest in artificial intelligence, technology and automation to transform logistics. We enhanced the experience of more than 5 million monthly recipients, over 200,000 SMEs and entrepreneurs, and 2,500 companies.

### Andreani.com users

**1.2 million** registered on the web.

### Customer contacts and interactions

**More than 2.1 million** generated through digital channels.

### Digital channel use growth

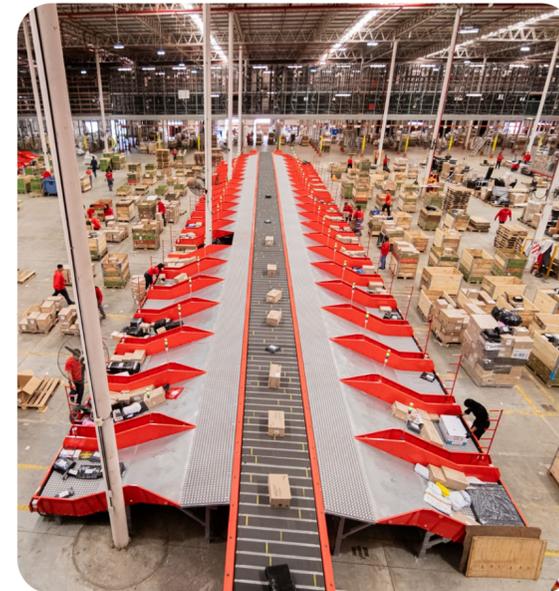More than 200% increase in contacts by @atenciondigital, more than 600% in Andi compared to 2024.

### New automations capacity

Capacity implemented to process 928,000 products daily.

### Digital transformation investment

# $2.174

million allocated to technology and innovation



### Pacheco Plant

The most automated hub in the country with a capacity of 26,000 shipments/hour and AI-enabled induction.

### Digital Management System (DMS)

Mobile platform to optimize shipment management and logistics, improving traceability and operational efficiency, with adjustments for future evolution in this first stage.

### IA+logistics

Streamlined processes, enhanced security and improved customer experience through automation, data analysis and intelligent solutions.

### Merco Ranking 2025
Position No. 18 in corporate reputation and No. 1 in the Logistics Services sector.

We launched a new business unit wich broadens our cross border offer, adding courier and international freight services.

# Planet

We prioritize sustainable mobility, energy efficiency and circular economy. Through accurate data management, we manage resources efficiently to move towards responsible logistics.

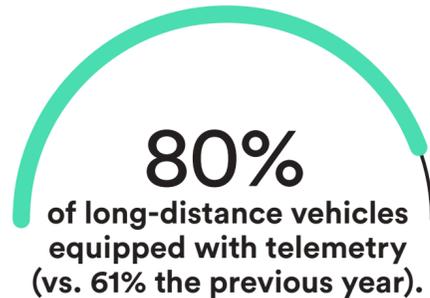3.4 million km travelled with biodiesel in 2025 (12.2 million km accumulated since 2023).

### Emissions management

We launched a new version of our corporate Carbon Footprint model, aligned with the new DMS, which integrates information and serves as a more agile and accurate source.
◎ Increased accuracy in mileage calculation through geolocation and Tracking Mobile.
◎ Improved allocation of emissions by customers.
◎ Scope 2 methodology adjustments to better reflect actual energy consumption.

**11**
electric units (vans and utility vehicles) for medium distance and last mile operations.

### Assessments and Rankings

Improved performance in key ESG assessments: CDP (C score), EcoVadis (43rd percentile), and Merco ESG Responsibility Ranking (17th place).

**80%**
of long-distance vehicles equipped with telemetry (vs. 61% the previous year).

**17.7 M**
packaging units with recovered plastic were purchased, representing 43% of total purchases.



## Andreani Circular

Continued development and supply of sustainable inputs, packaging and products for corporate and third-party customers, prioritizing solutions that reduce environmental impact at every stage of the service lifecycle.

### E-commerce and institutional document transport segment

**E-commerce bag:** For general shipments.

**Co-branded e-commerce bag:** Customized with the client's branding.

### Multi-segment

**E-commerce envelope:** For documents or lightweight items.

**Document return bag:** Includes an external pocket for forms or shipment details.

**Pallet collar:** Stackable wooden frames used to organize goods on pallets.

**Ecopack:** Recycled, reusable returnable bag for multiple shipments.

### Financial services and service companies segment

**Virtual banking mailer:** For the secure delivery of bank cards.

### Healthcare segment

**Co-branded mailer:** Customized with the client's branding.

**Va-Q-Tec temperature-controlled container:** Maintains cold-chain conditions for extended periods.

### Wineries segment

**Bottle container box:** Carton box with separators for secure bottle transport.

# Society

We connect communities through social logistics, promoting employability, culture and road safety. We work alongside our value chain to ensure sustainable and safe operations nationwide.

## Andreani Social Logistics



**$ 497.4**
million invested in social impact.

**1,400,218**
beneficiaries reached through the implementation of the social logistics platform (vs. 1,750,368 in 2024).

**121**
organizations supported in the logistics of their projects (vs. 85 in 2024).

**123**
employees participating in volunteer activities.

**Projects addressed diverse themes**

19 in health, 52 in education, 11 in environment, 19 in social equity, 14 in emergencies, 6 in income generation.

**Consolidated the Andreani Academy and the Accompany Futures** program for labor inclusion of vulnerable sectors with 20 participants in this year's edition.



**Value chain development**

6,416 active suppliers (vs. 6,756 in 2024).

**Road safety**

2 serious long-distance road accidents (vs. 5 in 2024).

**Andreani Foundation**

21,910 visitors and 13 exhibitions showcasing the work of 158 artists.

**1,218**
suppliers completed the sustainability affidavit (vs. 1,306 in 2024).

**2,317,500 km traveled without accidents (vs. 1,791,000 in 2024).**

People

## GRI 405-1

| Diversity of Governance Bodies | Argentina | | Brazil | |
|---|---|---|---|---|
| | **2024** | **2025** | **2024** | **2025** |
| **Diversity of Governance Bodies by Gender** | | | | |
| - Total | 17 | 17 | 6 | 6 |
| - Men | 12 | 12 | 4 | 3 |
| - Women | 5 | 5 | 2 | 3 |
| **Diversity of Governance Bodies by Age Group** | | | | |
| - Employees under 30 years old | 0 | 0 | 0 | 0 |
| - Employees between 30 to 50 years old | 8 | 6 | 3 | 3 |
| - Employees over 50 years old | 9 | 11 | 3 | 3 |

| Number of Employees by Job Category and Gender | | | | |
|---|---|---|---|---|
| | **2024** | **2025** | **2024** | **2025** |
| **Director** | | | | |
| - Total | 17 | 17 | 6 | 6 |
| - Men | 12 | 12 | 4 | 3 |
| - Women | 5 | 5 | 2 | 3 |
| **Manager** | | | | |
| - Total | 193 | 191 | 14 | 14 |
| - Men | 158 | 158 | 8 | 7 |
| - Women | 35 | 33 | 6 | 7 |
| **Chief** | | | | |
| - Total | 170 | 186 | 53 | 83 |
| - Men | 134 | 146 | 42 | 58 |
| - Women | 36 | 40 | 11 | 25 |
| **Analyst / Supervisor** | | | | |
| - Total | 1,886 | 1,846 | - | - |
| - Men | 1,244 | 1,210 | - | - |
| - Women | 642 | 636 | - | - |
| **Administrative / Operational** | | | | |
| - Total | 2,950 | 2,832 | 581 | 662 |
| - Men | 2,343 | 2,236 | 336 | 333 |
| - Women | 607 | 596 | 245 | 329 |

| Number of Employees by Age Group | Argentina | | Brazil | |
|---|---|---|---|---|
| | **2024** | **2025** | **2024** | **2025** |
| **Director** | | | | |
| - Employees under 30 years old | 0 | 0 | 0 | 0 |
| - Employees between 30 to 50 years old | 8 | 6 | 3 | 3 |
| - Employees over 50 years old | 9 | 11 | 3 | 3 |
| **Manager** | | | | |
| - Employees under 30 years old | 3 | 3 | 0 | 0 |
| - Employees between 30 to 50 years old | 125 | 115 | 12 | 13 |
| - Employees over 50 years old | 65 | 73 | 2 | 1 |
| **Chief** | | | | |
| - Employees under 30 years old | 5 | 7 | 4 | 14 |
| - Employees between 30 to 50 years old | 122 | 130 | 49 | 67 |
| - Employees over 50 years old | 43 | 49 | 0 | 2 |
| **Analyst / Supervisor** | | | | |
| - Employees under 30 years old | 387 | 358 | - | - |
| - Employees between 30 to 50 years old | 1,251 | 1,225 | - | - |
| - Employees over 50 years old | 248 | 263 | - | - |
| **Administrative / Operational** | | | | |
| - Employees under 30 years old | 669 | 578 | 193 | 259 |
| - Employees between 30 to 50 years old | 1,799 | 1,748 | 361 | 448 |
| - Employees over 50 years old | 482 | 506 | 27 | 58 |

| Women's participation in the Company | Argentina | |
|---|---|---|
| | **2024** | **2025** |
| Women in executive and managerial positions (%) | 20 | 18.3 |
| Women on the Board of Directors (%) | 29.4 | 29.4 |
| Women in managerial positions (%) | 18.1 | 17.3 |
| Women drivers (%) | 7.0 | 6.5 |

## GRI 2-7

| Employees | Argentina | | Brazil | |
|---|---|---|---|---|
| | **2024** | **2025** | **2024** | **2025** |
| **Total number of Employees by Gender** | | | | |
| - Total | 5,216 | 5,072 | 654 | 761 |
| - Men | 3,891 | 3,762 | 382 | 397 |
| - Women | 1,325 | 1,310 | 272 | 364 |
| **By type of Employment Contract and Gender** | | | | |
| **Permanent employees / Employees with indefinite contracts** | | | | |
| - Total | 5,173 | 4,933 | 654 | 738 |
| - Men | 3,867 | 3,701 | 382 | 298 |
| - Women | 1,306 | 1,232 | 272 | 346 |
| **Fixed-term or temporary employees** | | | | |
| - Total | 43 | 139 | 0 | 27 |
| - Men | 24 | 61 | 0 | 9 |
| - Women | 19 | 78 | 0 | 18 |
| **By type of Employment and Gender** | | | | |
| **Full time employees** | | | | |
| - Total | 5,185 | 5,047 | 632 | 738 |
| - Men | 3,872 | 3,744 | 375 | 298 |
| - Women | 1,313 | 1,303 | 257 | 346 |
| **Part time employees** | | | | |
| - Total | 31 | 25 | 22 | 27 |
| - Men | 19 | 18 | 7 | 9 |
| - Women | 12 | 7 | 15 | 18 |

People

## GRI 2-7

| Employees by Region | 2024 | 2025 |
|---|---|---|
| **Argentina** | | |
| - Buenos Aires Region | 3,878 | 3,758 |
| - City of Buenos Aires | 159 | 156 |
| - Centro Region | 229 | 238 |
| - Cuyo Region | 181 | 178 |
| - Litoral Region | 262 | 254 |
| - NEA Region | 125 | 119 |
| - NOA Region | 201 | 189 |
| - Patagonia Region | 181 | 180 |
| **Brazil** | | |
| - São Paulo | 565 | 573 |
| - Rio de Janeiro | 70 | 68 |
| - Goiás | 16 | 16 |
| - Espirito Santo | 3 | 104 |

| Other Employee Indicators | Argentina | |
|---|---|---|
| | 2024 | 2025 |
| Average seniority (years) | 10 | 11 |
| Average age (years) | 39 | 39 |
| Employees with disabilities (#) | 22 | 18 |

## GRI 2-30

| Collective Bargaining Agreements | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| **Employees covered by Collective Bargaining Agreements** | | | | |
| - Total | 2,997 | 2,852 | 477 | 470 |
| - Men | 2,351 | 2,227 | 289 | 265 |
| - Women | 646 | 625 | 188 | 205 |
| **Employees not covered by Collective Bargaining Agreements** | | | | |
| - Total | 2,211 | 2,214 | 155 | 295 |
| - Men | 1,537 | 1,531 | 84 | 136 |
| - Women | 674 | 683 | 71 | 159 |
| **Interns** | | | | |
| - Total | 8 | 6 | 22 | 27 |
| - Men | 3 | 4 | 7 | 9 |
| - Women | 5 | 2 | 15 | 18 |

## GRI 401-1

| New Hires and Employee Turnover | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| **New Employees Hires by Gender** | | | | |
| - Total | 396 | 333 | 207 | 449 |
| - Men | 204 | 174 | 108 | 207 |
| - Women | 192 | 159 | 99 | 242 |
| **New Hire rate by Gender** | | | | |
| - Total | 7.40 | 6.40 | 31.65 | 59.00 |
| - Men | 3.80 | 3.30 | 16.51 | 27.21 |
| - Women | 3.60 | 3.00 | 15.14 | 31.79 |
| **New Employee Hires by Age Group** | | | | |
| - Employees under 30 years old | 266 | 231 | 50 | 220 |
| - Employees between 30 to 50 years old | 128 | 98 | 154 | 214 |
| - Employees over 50 years old | 2 | 4 | 3 | 15 |
| **New Employee Hires Rate by Age Group** | | | | |
| - Employees under 30 years old | 5.00 | 4.40 | 7.65 | 28.91 |
| - Employees between 30 to 50 years old | 2.40 | 1.80 | 23.54 | 28.12 |
| - Employees over 50 years old | 0.03 | 0.10 | 0.46 | 1.97 |
| **Turnover by Gender** | | | | |
| - Total | 508 | 474 | 172 | 322 |
| - Men | 333 | 302 | 107 | 178 |
| - Women | 175 | 172 | 65 | 144 |
| **Turnover Rate by Gender** | | | | |
| - Total | 9.52 | 9.09 | 25.00 | 18.00 |
| - Men | 6.24 | 5.79 | 15.50 | 10.00 |
| - Women | 3.28 | 3.30 | 9.50 | 8.00 |
| **Turnover by Age Group** | | | | |
| - Employees under 30 years old | 237 | 173 | 65 | 143 |
| - Employees between 30 to 50 years old | 232 | 254 | 101 | 170 |
| - Employees over 50 years old | 39 | 47 | 6 | 9 |
| **Turnover Rate by Age Group** | | | | |
| - Employees under 30 years old | 4.44 | 3.32 | 9.45 | 8.00 |
| - Employees between 30 to 50 years old | 4.35 | 4.87 | 14.68 | 9.50 |
| - Employees over 50 years old | 0.73 | 0.90 | 0.87 | 0.50 |

People

## GRI 401-1

| Employee Turnover and New Hires by Region | Hirings | | New hirings rate (%) | |
|---|---|---|---|---|
| **New hirings** | 2024 | 2025 | 2024 | 2025 |
| **Argentina** | | | | |
| Total | 396 | 333 | 7.46 | 6.4 |
| - City of Buenos Aires | 12 | 7 | 0.23 | 0.13 |
| - Buenos Aires Region | 287 | 270 | 5.38 | 5.18 |
| - Centro Region | 22 | 19 | 0.41 | 0.36 |
| - Cuyo Region | 12 | 4 | 0.24 | 0.08 |
| - Litoral Region | 15 | 8 | 0.28 | 0.16 |
| - NEA Region | 6 | 3 | 0.12 | 0.06 |
| - NOA Region | 13 | 8 | 0.25 | 0.16 |
| - Patagonia Region | 29 | 14 | 0.55 | 0.27 |
| **Brazil** | | | | |
| Total | 207 | 445 | 31.65 | 59 |
| - São Paulo | 177 | 220 | 27.04 | 2.35 |
| - Rio de Janeiro | 25 | 18 | 3.83 | 0.26 |
| - Goiás | 2 | 2 | 0.32 | 26.82 |
| - Espirito Santo | 3 | 205 | 0.46 | 0.53 |

| Employee Turnover and New Hires by Region | Turnover | | Turnover rate (%) | |
|---|---|---|---|---|
| **Turnover** | 2024 | 2025 | 2024 | 2025 |
| **Argentina** | | | | |
| Total | 508 | 474 | 9.52 | 9.12 |
| - City of Buenos Aires | 14 | 12 | 0.26 | 0.23 |
| - Buenos Aires Region | 386 | 383 | 7.24 | 7.34 |
| - Centro Region | 32 | 14 | 0.6 | 0.27 |
| - Cuyo Region | 14 | 5 | 0.27 | 0.10 |
| - Litoral Region | 13 | 15 | 0.25 | 0.29 |
| - NEA Region | 7 | 9 | 0.13 | 0.18 |
| - NOA Region | 21 | 20 | 0.38 | 0.39 |
| - Patagonia Region | 21 | 16 | 0.39 | 0.32 |
| **Brazil** | | | | |
| Total | 172 | 321 | 25 | 17.9 |
| - São Paulo | 155 | 197 | 22.53 | 11 |
| - Rio de Janeiro | 16 | 16 | 2.33 | 0.9 |
| - Goiás | 1 | 2 | 0.14 | 0.1 |
| - Espirito Santo | - | 106 | - | 5.9 |

## GRI 401-3

| Maternity and Paternity Leaves | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| **Employees entitled to Leaves of Absence** | | | | |
| - Total | 5,216 | 5,072 | - | 745 |
| - Men | 3,891 | 3,762 | - | 388 |
| - Women | 1,325 | 1,310 | - | 357 |
| **Employees who took Parental Leave** | | | | |
| - Total | 94 | 81 | - | 32 |
| - Men | 45 | 37 | - | 11 |
| - Women | 49 | 44 | - | 21 |
| **Employees who took Parental Leave during the Reporting Period and remained on Leave at the end of the Reporting Period** | | | | |
| - Total | 8 | 16 | - | 6 |
| - Men | 0 | 0 | - | 2 |
| - Women | 8 | 16 | - | 4 |
| **Employees who took Parental Leave during the Reporting Period and returned to Work within the same Period** | | | | |
| - Total | 86 | 65 | - | 36 |
| - Men | 45 | 37 | - | 19 |
| - Women | 41 | 28 | - | 17 |
| **Employees who returned from Parental Leave in the previous Reporting Period and remained Employed at the end of the Reporting Period** | | | | |
| - Total | 69 | 81 | - | 5 |
| - Men | 47 | 41 | - | 1 |
| - Women | 22 | 40 | - | 4 |
| **Return to Work Rate (%) (1)** | | | | |
| - Total | 100 | 100 | - | 82 |
| - Men | 100 | 100 | - | 82 |
| - Women | 100 | 100 | - | 81 |
| **Retention Rate (%) (2)** | | | | |
| - Total | 87 | 87 | - | 5 |
| - Men | 92 | 91 | - | 3 |
| - Women | 81 | 83 | - | 6 |

(1) Return to work rate: Employees who took parental leave during the reporting period and returned to work within the same period, as a proportion of employees who took parental leave during the reporting period

(2) Retention rate: Employees who returned from parental leave in the previous reporting period and remained employed at the end of the reporting period, as a proportion of employees who took parental leave in the previous period

People

## GRI 404-1

| Training by Gender and Job Category | Argentina | | Brazil | |
|---|---|---|---|---|
| | **2024** | **2025** | 2024 | **2025** |
| **Average Hours of Training per Employee by Gender** | | | | |
| - Total | **7** | **7** | **33** | **121** |
| - Men | 7 | 8 | - | - |
| - Women | 9 | 7 | - | - |
| **Average Hours of Training per Employee and Job Category** | | | | |
| - Director | 2 | 15 | - | - |
| - Manager | 8 | 16 | - | - |
| - Chief | 23 | 19 | - | - |
| - Analyst / Supervisor | 12 | 10 | - | - |
| - Administrative / Operational | 3 | 4 | - | - |

## GRI 404-3

| Performance Management | Argentina | |
|---|---|---|
| | **2024** | **2025** |
| **Employees Evaluated** | | |
| - Men (%) | 75 | 76 |
| - Women (%) | 25 | 24 |
| **Percentage of Employees Evaluated according to Collective Bargaining Agreement** | | |
| -Not covered by collective bargaining agreement (%) | 41 | 44 |
| - Covered by collective bargaining agreement (%) | 59 | 56 |

| Driver Training | Argentina | |
|---|---|---|
| | **2024** | **2025** |
| - Total | **1,093** | **1,620** |
| - Men | 943 | 565 |
| - Women | 150 | 63 |
| **Access to Learning Platform** | | |
| - Total | **518** | **538** |
| - Men | 412 | 465 |
| - Women | 106 | 73 |

| Training, Induction and Development Programs | Argentina | |
|---|---|---|
| | **2024** | **2025** |
| **IT Internship Program** | | |
| Interns hired during the year | 11 | 5 |
| Interns retained as permanent staff | 30 | 7 |
| **Language Program** | | |
| - Employees | 91 | 115 |
| - Training hours | 3,293 | 788 |
| **Institutional Induction** | | |
| - Employees | 68 | 97 |
| - Carriers | 376 | 157 |
| - Training hours | 710 | 1261 |
| **Educational Support Program** | | |
| - Employees benefiting from scholarships | 127 | 131 |

## GRI 403-9

| Work-related Injuries | Argentina | | Brazil | |
|---|---|---|---|---|
| | **2024** | **2025** | **2024** | **2025** |
| Work-related Fatalities | 0 | 0 | 0 | 0 |
| Work-related Accidents with Major Consequences(1) | 0 | 0 | 0 | 6 |
| Recordable work-related Injuries | 385 | 404 | 12 | 6 |
| Commuting Accidents | 213 | 238 | 3 | 3 |
| Work-related Injuries with Major Consequences Rate (2) | 0 | 0 | 0 | 0,025 |
| Registrable Work-related Injuries Rate (3) | 31.81 | 31.73 | 12.64 | 25.000 |
| Incidence Rate(4) | 28.23 | 26.01 | 26.86 | 0.002 |
| Lost time Rate(5) | 973 | 1.170 | 74.25 | 0.004 |
| Absenteeism due to Work-related Injuries (6) | 0.34 | 0.49 | nd | 14% |
| Hours Worked | 12,105,600 | 12,729,600 | 1,458,698 | 1,778,557 |

(¹) Excluding deaths

(2) Rate of work-related injuries with major consequences (Number of work-related injuries with major consequences / Number of hours worked × [1 000 000]).

(3) Rate of work-related injuries (Number of registrable work-related injuries / Number of hours worked × [1 000 000]).

(4) Incidence rate (Number of work-related injuries with more than 10 lost days (minor) per 1,000 insured employees (own employees and temporary workers)). Does not include in itinere accidents.

(5) Lost time rate (Lost days due to work-related injuries at the establishment per 1,000 insured employees (own employees and temporary workers)). Does not include in itinere accidents.

(6) (Days lost due to accidents / Total expected working days of all employees) × 100. Does not include in itinere accidents.

People

Planet

## GRI 403-10

| Work related ill health | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| Number of deaths resulting from a work-related injury | 0 | 0 | - | 0 |
| Work-related injuries | 1 | 2 | - | 0 |

## GRI 305-1, 305-2, 305-3

| GHG Emissions (tCO2e) (1)(5) | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| Scope 1 Emissions(2) | 59,324 | 65,812 | 4,070 | 27 |
| Scope 2 Emissions(3) | 5,615 | 5,346 | 374 | 338 |
| Scope 3 Emissions(4) | 20,462 | 20,564 | 922 | - |
| Total emissions | 85,401 | 91,722 | 5,366 | 365 |

(1) We used the greenhouse gases (GHG) Protocol methodology to establish the corporate emissions inventory. The following greenhouse gases (GHGs) were considered: $CO_2$, $CH_4$, and $N_2O$. Emission factors and fuel calorific values are derived from the 2006 IPCC Guidelines. Fuel densities correspond to local specifications, and the electricity grid emission factor is derived from data published by the Ministry of Energy. For global warming potential, we used the IPCC Sixth Assessment Report (AR6).

(2) Scope 1: Emissions associated with the main process, with vehicle fuel consumption being the primary generator. This includes transport fuel, fuel supplied (for use by generators and other industrial equipment at the plant), and natural gas consumption for support activities.

(3) Scope 2: Emissions associated with electricity consumption purchased for Warehouses and Branches. An Argentine grid emission factor (Ef) of 0.23 tCO2e/kWh is considered (latest data available as of January 2025).

(4) Scope 3: Emissions associated with employee travel and waste management. Emissions related to fuel production will be incorporated in 2024.(5) In 2025, the methodology for calculating and recording the indicator was revised; therefore, previously reported values have been restated.

| Biogenic emissions (tCO₂e) | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| Biogenic emissions | 9,543 | 8,535 | 180.21 | 3.98 |

(1) These correspond to $CO_2$ emissions from the combustion of pure biodiesel (B100), the biodiesel blend fraction in commercial diesel, and the bioethanol blend fraction in commercial gasoline.

## GRI 305-1

| Emissions by type of GHG (t) (1) | Argentina | |
|---|---|---|
| | 2024 | 2025 |
| N2O | 3.8 | 4.1 |
| CO2 | 57,839 | 64,216 |
| CH4 | 5.4 | 5.4 |

(1) Emissions included Scope 1. A conversion factor of 2.67 kg $CO_2$ per liter is used for diesel and 2.27 kg $CO_2$ per liter for gasoline. The biofuel blend percentage is additionally considered to net emissions. A blend of 7.5% is considered for diesel and 12% for gasoline.

Fuel densities are considered: 0.84 g/cm³ for diesel and 0.74 g/cm³ for gasoline.

Sources: Undersecretariat of Environment and Secretariat of Energy. The 100-year global warming potential from the IPCC Sixth Assessment Report (AR6) is used.

## GRI 305-3

| GHG Emissions Scope 3 (tCO2e) | Argentina | |
|---|---|---|
| | 2024 | 2025 |
| - Employee trips | 727 | 649 |
| Waste management - Downstream | 1,946 | 1,088 |
| Fuel Life Cycle - Upstream | 17,789 | 18,827 |
| Total emissions | 20,462 | 20,564 |

(1) Methodological notes on Scope 3 GHG emissions:

Note on Upstream fuel emissions: Upstream emissions from fossil fuels include oil and gas industry processes from well extraction and oil processing, intermediate transport, refining, distribution, and dispatch, known as the "well-to-tank" (WTT) approach.

For biodiesel, cultivation, processing, production, and transport processes are considered.

Note on employee travel: It is assumed that each employee uses their own vehicle for work-related travel, consuming 10 liters of gasoline per 100 km.

Note on Downstream Waste Management: It is assumed that organic and recyclable waste from AMBA plants will be transported using suppliers with vehicles that consume an average of 20 liters of diesel per 100 km. For waste degradation in landfills, 31 kg CH4/t of waste is assumed, based on the average value from the INI-IBA5 Inventory (implicit FE).

Planet

## GRI 305-4

| Emissions intensity | | Argentina |
|---|---|---|
| | **2024** | **2025** |
| Emissions (kgCO₂e) | 64,939,000 | 71,158,000 |
| Shipments handled | 93,390,832 | 94,992,123 |
| Emissions intensity (kg CO₂e / shipment handled) | 0.70 | 0.75 |

(*) Shipping intensity is calculated based on Scope 1 and 2 emissions. For the purpose of calculating the carbon footprint, shipments handled as of December 31st are considered.

## GRI 302-1

| Energy Consumption (1) | Argentina | | Brazil | |
|---|---|---|---|---|
| | **2024** | **2025** | **2024** | **2025** |
| **Non-renewable Sources** | | | | |
| - Natural gas (m³) | 38,349 | 38,246 | - | - |
| - CNG (m³) | 626,344 | 529,635 | - | - |
| - Diesel (liters) | 18,239,125 | 20,569,332 | 519,513 | 10,226 |
| - Gasoline (liters) | 3,389,775 | 3,530,456 | - | - |
| **Renewable Sources** | | | | |
| - Biodiesel - B100 (liters) | 1,602,182 | 1,016,754 | - | 1,617 |
| - Bodiesel blend (liters) | 1,478,848 | 1,667,784 | - | - |
| - Bioethanol (liters) | 484,254 | 504,351 | - | - |
| **Electric Energy** | | | | |
| - Electricity consumed (MW h) - Non-renewable | 24,414 | 23,243 | 6,581 | 2,133 |
| - Electricity consumed (MW h) - Renewable (2) | - | - | - | 4,491 |
| **Total Energy Consumption (Gj) (3)** | **940,498** | **1,100,855** | **42,168** | **24,210** |

(1) (5) In 2025, the methodology for calculating and recording the indicator was revised; therefore, previously reported values have been restated.

(2) In the case of Brazil, electricity consumed from the grid certifies a certain percentage of renewable component.

(3) The following calorific values are considered for the calculation: Argentina: Gasoline: 7,844 kcal/l Diesel: 9,064 kcal/l Biodiesel: 7,832 kcal/l Bioethanol: 5,056 kcal/l Natural Gas: 9,300 kcal/m³ Compressed Natural Gas (CNG): 9,100 kcal/m³ Brazil: diesel and biodiesel = 8,500 kcal/l.

## GRI 302-3

| Energy intensity | | Argentina |
|---|---|---|
| | **2024** | **2025** |
| **Total energy consumed (MJ)** | **940,498,000** | **1,100,855,000** |
| Shipments handled | 93,390,832 | 94,992,123 |
| Energy intensity (energy (MJ)/shipment handled) | 10,07 | 11,59 |
| Electricity consumed (KW h) | 24,413,870 | 23,242,696 |
| Shipments handled | 93,390,832 | 94,992,123 |
| Energy intensity (energy (kWh)/shipment handled) | 0.26 | 0.24 |

| | | Brazil |
|---|---|---|
| | **2024** | **2025** |
| Electricity consumed (MW h) | 6,581 | 6,624 |
| Surface (m²) | 39,545 | 39,545 |
| Energy consumption intensity (energy (MW h)/m²) | 0.17 | 0.17 |

| Sustainable mobility | | Argentina |
|---|---|---|
| | **2024** | **2025** |
| **Total fleet** | **2,862** | **4,027** |
| Sustainable fleet(1) | 1,050 | 928 |
| Share of sustainable fleet relative to total (%) | 36.7 | 24 |

Electric vehicles and those using transition fuels (CNG, LNG) are considered

## GRI 306-3, 306-4, 306-5

| Waste generation (t) (1) | | | Argentina | |
|---|---|---|---|---|
| | 2024 | | 2025 | |
| | Hazardous | Non-hazardous | Hazardous | Non-hazardous |
| **Total waste generated** | **94,181** | **2,098,428** | **38,250** | **1,929,157** |
| **Total waste diverted from disposal** | | | | |
| - Recycling | 7,547 | 818,597 | 13,940 | 756,220 |
| **Total waste for disposal** | | | | |
| - Incineration | 251 | 0 | 127 | 0 |
| - Landfill | 0 | 1,279,831 | 0 | 1,172,937 |
| - Other types of waste disposal | 86,383 | 0 | 24,183 | 0 |

(1) Special (hazardous) waste from the plants with the highest generation (Metropolitan Area of Buenos Aires – AMBA) is included. There are no service areas such as maintenance workshops in the interior branches, since services that could generate waste are outsourced. However, the plants with higher volumes are prepared for the storage and management of such waste (as in Córdoba, Rosario, Mendoza, Mar del Plata, among others). In AMBA plants, all of them have temporary storage rooms and scheduled removal of waste in accordance with legal requirements.

## GRI 306-3

| Special waste | | Argentina |
|---|---|---|
| | **2024** | **2025** |
| WEEE waste: (1) | 7,295 | 7,320 |

(1) 100% of technological WEEE (Waste Electrical and Electronic Equipment) is reported. Its management is centralized by the Information Technology department. They were donated to Asociación Civil Red.

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Governance and business

## GRI 306-3

| Circularity in numbers | | Argentina |
|---|---|---|
| | 2024 | 2025 |
| Returnable refrigerated containers (#)(1) | 33.332 | 35,300 |
| Products with reused materials (#) (2) | 3.448 | 7.104 |
| Plastic bags with recycled materials (Mill) (3) | 9 | 18 |
| Packaging with recovered plastic (%) (4) | 40 | 70 |
| Emissions avoided from Ecopack use (kg of $CO_2$) (5) | 260 | 336 |

(1) returnable refrigerated containers were distributed to customers.

(2) Products manufactured by Andreani using 3D printing with reused material from our operations.

(3) Plastic bags and supplies purchased with recycled materials.

(4) Purchases of packaging containing recovered plastic.

(5) $CO_2e$ emissions avoided thanks to the production of our Ecopack reusable bags, made with recycled materials.

| Recycled materials (kg) – Non-special industrial waste | | |
|---|---|---|
| | 2024 | 2025 |
| **Argentina (Metropolitan Area of Buenos Aires (AMBA) Plants)** | | |
| - Cardboard | 303.815 | 249.359 |
| - Stretch film (plastics) | 175.428 | 171.639 |
| - Paper | 16.705 | 40.736 |
| - Broken wooden pallets | 181.665 | 181.180 |
| - Polystyrene | 40.011 | 7.620 |
| - Metal scrap | 25.846 | 50.405,7 |
| - Other | 14.427 | 55.281 |
| **Brazil** | | |
| - Pallets | 54.839 | 26.270 |
| - Cardboard | 91.568 | 162.582 |
| - Plastic | 35.540 | 42.475 |

## GRI 301-1

| Amount of Materials Purchased | | Argentina |
|---|---|---|
| | 2024 | 2025 |
| **Non-renewable Materials** | | |
| - Refrigerated containers (#) | 177,803 | 155,018 |
| - Gels (#) | 1,722,596 | 1,385,076 |
| - Stretch film (kg) | 423,048 | 553,827 |
| **Renewable Materials** | | |
| - Paper reams (#) | 44,000 | 52,850 |
| - Cardboard boxes (#) | 1,561,938 | 1,785,498 |

## GRI 301-2

| Packaging using Recycled Material | | Argentina |
|---|---|---|
| | 2024 | 2025 |
| Packaging using recycled material | 8,075,800 | 8,608,200 |

## GRI 301-3

| Reusable / Returnable Packaging | | Argentina |
|---|---|---|
| | 2024 | 2025 |
| - Ecopack | 300 | 200 |
| - Returnable refrigerated containers | 33,332 | 35,300 |

| Expanding Project | | Argentina | |
|---|---|---|---|
| | 2024 | 2025 | |
| - Openings | 3 | 4 | |
| - Moves | 3 | 2 | |
| - Expansions | 1 | 1 | |

| Fleet | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| Light commercial vehicles | 3,200 | 2,719 | 103 | 115 |
| Medium-duty box trucks | 639 | 694 | 34 | 15 |
| Semi-trailers | 439 | 479 | 12 | 16 |
| Tractor units | 223 | 241 | - | 10 |
| Complete equipments (tractor unit + semi-trailer) | 28 | 59 | 11 | 17 |

| Full Semi-Trailers (ABS-EBS) | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| Standard Semi-Trailers | 178 | 41% | 173 | 36% |
| Full Semi-Trailers (ABS-EBS) | 261 | 59% | 306 | 64% |
| Total Active Semi-Trailers | 439 | 100% | 479 | 100% |

| Long Distance Tractor Units with Safety Package | Argentina | | Brazil | |
|---|---|---|---|---|
| | 2024 | 2025 | 2024 | 2025 |
| Tractor with Safety Package | 73 | 33% | 108 | 45% |
| Tractor with out Safety Package | 150 | 67% | 133 | 55% |
| Total long distance units | 223 | 100% | 241 | 100% |

| Number of Fleet Inspections | | Argentina |
|---|---|---|
| | 2024 | 2025 |
| **Total** | 32,962 | 33,802 |

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Governance and business

| Fleet Evolution | | | Argentina |
|---|---|---|---|
| | **2023** | **2024** | **2025** |
| **Evolution of the Full Semi-trailer Fleet (with enhanced safety)** | | | |
| **- Total fleet** | **425** | **439** | **479** |
| - Full fleet | 243 | 261 | 306 |
| - Full fleet vs. Total (%) | 57 | 60 | 64 |
| **Long Distance Units** | | | |
| - With Euro V (%) | 85 | 79 | 90 |
| - With Euro III (%) | 15 | 21 | 100 |
| **Total Fleet** | **261** | **223** | **241** |

| Accidents per Kilometer Traveled Long Distance | | | Argentina |
|---|---|---|---|
| | **2023** | **2024** | **2025** |
| Accidents | 42 | 29 | 33 |
| Km traveled | 48,131,009 | 51,950,311 | 56,954,446 |
| Kilometers / accident | 1,145,000 | 1,791,000 | 2,317,500 |

| Operational Management Indicators | | Argentina |
|---|---|---|
| | **2024** | **2025** |
| Shipments processed: in Argentina (millions) | 55.10 | 54.60 |
| Units processed in warehouses (millions)(1) | 691.90 | 677.00 |
| Orders processed (millions) | 1.97 | 2.00 |

(1) Unit information corrected for 2024

| Financial performance (ARS million) | | Argentina |
|---|---|---|
| | **2024 (2)** | **2025** |
| Sales (1) | 787,228 | 803,307 |
| Investments (infrastructure, technology and fleet) | 17,189 | 30,087 |

(1) Sales include those corresponding to Andreani Logística S.A., Correo Andreani S.A., Sherwood S.A., Optimus S.R.L. (*), COVEDISA S.A. (**), Logware S.A., Andreani Circular S.A., Andreani Transportes e Armazenamento Ltda. (Brazil), Andreani Farma Ltda. (Brazil), and Andreani Logística Ltda. (Brazil).

(*) According to the latest financial statements with an irregular fiscal year-end as of June 30, 2025.

(**) The Andreani Group holds a 75% equity interest in this company.

(2) Amounts restated as of December 31, 2025.

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