

# Spring GDS impact Report at a glance

Our first Impact Report is structured around three key focus areas:

**1. Decarbonising the value chain**

**2. The people behind the parcels**

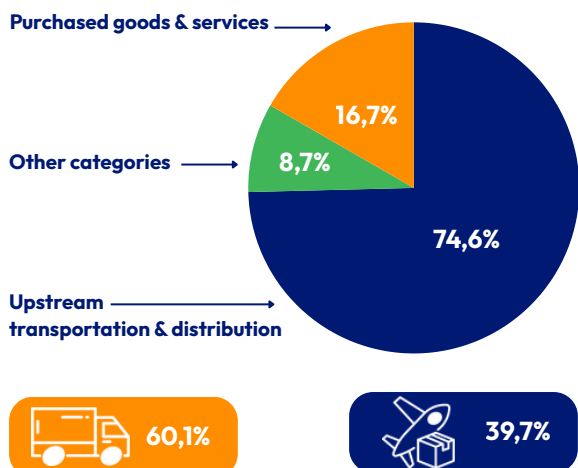
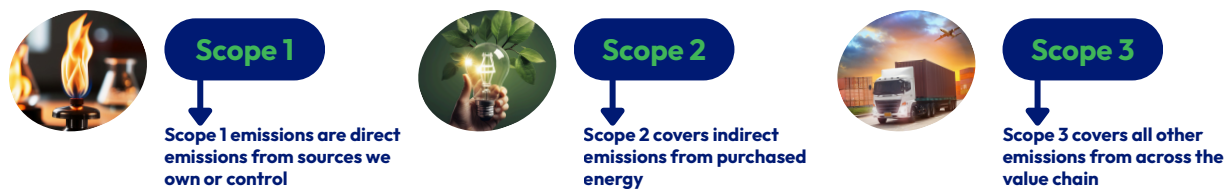
**3. Responsible business conduct**

Together, these pillars reflect how we take responsibility for our environmental footprint, our people, and the way we do business.

## Decarbonising the value chain



## A snapshot of Spring GDS's greenhouse gas profile in 2025:



In 2025, our total emissions amounted to nearly 20,000 tonnes of CO<sub>2</sub>e. Of these emissions, 99.7% fall within Scope 3, highlighting the importance of collaboration across our value chain. Within Scope 3, almost 75% of emissions are related to **transport activities**, making this our most significant area of impact and a key focus for decarbonisation efforts. These insights help us focus our efforts where they matter most.

# The people behind the parcels

Employee count	739
Engagement score	83%
Retention rate	86,16%
Share of female employees	46%
Safety training coverage	97,88%
Training hours per employee (avg)	14,93
Absenteeism rate	3,70%

Behind every parcel is a network of people who make our operations possible, from colleagues to partners across our value chain. At Spring GDS we work across continents and time zones, yet our strength lies in staying closely connected to the local markets where we operate

## Spotlight on: transitioning to a more energy efficient hub

In 2025, Spring GDS UK moved its operations to a newly refurbished facility near Heathrow, supporting both operational efficiency and environmental progress. The building offers modern, energy-efficient features such as LED lighting, EV charging points and a solar-ready roof structure, helping to reduce operational impact while improving the working environment for colleagues. This transition also builds on the strong environmental foundations already in place within the organisation, as Spring GDS UK is certified to ISO 14001, demonstrating a structured and externally verified commitment to responsible environmental management. The new location further enhances accessibility and supports the long-term sustainability of our UK operations.



The 2025 Impact Report covers activities under the Spring GDS brand, operating through G3 Worldwide Mail NV and 20 operational hubs across Europe, the Americas and Asia-Pacific.