



HUXE GROUP
ESG COMMITMENT STATEMENT

2025



At HUXE, we see Environmental, Social, and Governance (ESG) responsibility as a natural part of building a company the right way. We're early in our journey, but we recognize the importance of understanding and managing our environmental and social footprint from the start.

Our ESG approach is guided and shaped by three leadership principles that define the HUXE spirit:

- **If we care, we win** – True success comes from a culture of care: for people, for the planet, for our partners.
- **Non-bureaucratic by nature** – Simplicity and clarity power our operations. We translate ESG goals into direct, efficient actions.
- **Customer-centric and solution-oriented** – We work backward from client needs to design ESG-integrated solutions that are both ethical and effective.

At the heart of our journey is the belief that we grow by learning from our customers. Their evolving needs, values, and sustainability priorities help shape our practices and sharpen our relevance. We aim to work alongside our customers and partners in supporting and advancing our common sustainability ambitions.

Grounded in these values, we commit to:

- Minimizing our environmental impact through sustainable logistics practices
- Respecting and promoting human rights, diversity, and safe working conditions
- Promoting ethical supply chains
- Practicing fair competition and building habits of transparency and integrity into how we handle information, contracts, and compliance processes
- Continuously measuring and improving our ESG performance in line with global standards

This ESG commitment is part of how we work and make decisions every day — not a formal requirement, but a shared conviction. It is how we build trust, how we lead, how we grow.

On behalf of the HUXE Group Leadership