

ALBA Responsible Trade & Sustainability Report

June 1st, 2026

Introduction

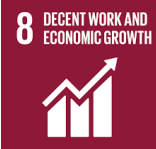
This is ALBA's first Responsible Trade & Sustainability report. As a company operating at the intersection of international trade, customs compliance, logistics, and supply chain advisory, we believe sustainability is fundamentally about conducting business responsibly, supporting ethical and resilient supply chains, and investing in our people. This report represents an important milestone in formalizing and communicating our approach. While our sustainability program continues to evolve, we are committed to increasing transparency, strengthening our performance measurement, and expanding our disclosures over time.

CEO's Message

Sustainability is becoming increasingly important to our customers, employees, and business partners. As a company operating at the heart of global trade and supply chains, we are committed to support the United Nations Sustainable Development Goals, and believe our greatest contribution is helping customers navigate complex compliance requirements, strengthen supply chain transparency, and build responsible business practices. This first Responsible Trade & Sustainability report marks an important step in formalizing our sustainability approach. While we are still early in our reporting journey, hence are committed to continuous improvement and to progressively embedding sustainability into how we operate and support our customers. We look forward to building on this foundation in the years ahead.

Our Sustainability Priorities

A high-level materiality assessment informed by customer expectations, regulatory developments, industry trends, competitive benchmarks and ALBA's business strategy confirmed our three priority areas: Responsible Business & Trade Compliance, People & Culture, and Environmental Responsibility.

Priority	Key Topics	Sustainable Development Goal
1	Responsible Trade & Compliance; Supply Chain Due Diligence & Transparency; Business Ethics & Anti-Corruption	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
2	Talent Development; Diversity & Inclusion; Employee Engagement & Performance	 8 DECENT WORK AND ECONOMIC GROWTH

3	Climate & Carbon Management; Sustainable Procurement; Resource Efficiency	
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Responsible Business & Trade Compliance

Responsible business practices are at the heart of ALBA's purpose and services. ALBA helps customers improve supply chain transparency, manage trade and customs risks, respond to evolving due diligence obligations and strengthen supplier oversight. Through our partnership with TradeVerify, ALBA provides enhanced visibility into suppliers and supply chain risks, helping customers meet growing regulatory and sustainability expectations.

In 2025, we successfully passed the external audit we requested of our financial reporting, including fraud detection. We also put in place a thorough corruption risk assessment, to further strengthen our corruption risk mitigation action plan.

People & Culture

The expertise and commitment of our people are central to ALBA's success. We focus on employee development through training and annual performance reviews, diversity and inclusion, and leadership development.

Environmental Responsibility

In 2025, Alba undertook its first high-level carbon footprint assessment to establish a baseline and identify practical reduction opportunities. This work provides a foundation for future environmental improvement.

External Recognition – EcoVadis

In 2025, Alba completed its first Eco Vadis sustainability assessment and achieved an overall score of 60. This provides an independent benchmark of our sustainability performance and helps identify opportunities for continuous improvement across governance, people, environmental management, and responsible procurement.

Looking Ahead

As our sustainability efforts and capabilities mature, future editions of this report will include expanded performance data and disclosures, and progress against our initiatives. We are committed to supporting our customers in building more responsible and resilient supply chains.

Sustainability Metrics / Scorecard

Area	Indicator	2025 (actuals)	2026 (target)	Beyond (target)
Governance	Employees completing Business Ethics Training	100%	100%	100%
Governance	Employees completing Anti-Corruption Training	100%	100%	100%
Governance	EcoVadis Score	60	Bronze medal	Gold medal in 2028
People	Women in Top Management (director and above)	55%	55%	60% in 2030
People	Employees receiving Annual Performance Reviews	98.4%	100%	100%
People	Average Training Hours per Employee	6	12	18
Procurement	Supplier Code of Conduct	In place	Maintain	Maintain
Procurement	Responsible Sourcing Policy	In place	Maintain	Maintain
Procurement	Top suppliers with sustainability contract clause	-	Top 5	Top 25 in 2027
Environment	Carbon Footprint	No carbon footprint	Baseline estimated (52,850tons CO2e)	Professional footprint
Environment	Emissions reductions	Work on fundamentals (e.g. energy savings)	Decarbonization action plan defined	Scope 1 & 2: -20% by 2030 vs 2025 baseline Scope 3: top 10 suppliers engaged Net Zero across the value chain by 2045