

Sustainability Report 2025



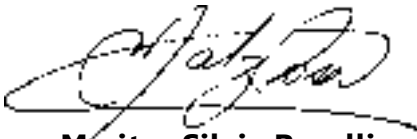
Dear collaborators, clients, partners, and community,

At Universal Cargo S.R.L., we reaffirm our commitment to responsible, ethical, and sustainable management. This report details the initiatives and achievements made in 2025 in governance, ethics, cybersecurity, workplace well-being, diversity and inclusion, environment, and social impact.

We are committed to building a sustainable and responsible future in every action and business decision. Our Sustainability Report highlights the work carried out to achieve a positive impact on society, the environment, and the economy, in alignment with the United Nations Sustainable Development Goals (SDGs).

Thank you for joining us on this journey toward a more sustainable future.

Sincerely,

A stylized, handwritten signature in black ink, appearing to read 'Maritza'.

Maritza Silvia Roselli

Managing Partner - Universal Cargo S.R.L.



Corporate Profile

Universal Cargo S.R.L., established in 1983, is a leading company in international logistics and relocations. From our headquarters in Buenos Aires, we offer personalized services, standing out for high ethical standards, operational excellence, and social responsibility. We have a global network of agents that ensures quality and efficiency in every operation, strengthening our competitive position internationally



Comprehensive Sustainability Strategy

At **Universal Cargo S.R.L.** we actively commit to sustainable development, responsibly managing the environmental, social, and economic challenges of our operations.

Through our daily actions, social investment initiatives, and responsible business practices, we aim to generate a tangible positive impact on the communities where we operate. We align closely with the UN Sustainable Development Goals, prioritizing those where we can achieve the greatest direct positive impact.

- **ODS 3:** Good Health and Well-being
- **ODS 4:** Quality Education
- **ODS 5:** Gender Equality
- **ODS 8:** Decent Work and Economic Growth
- **ODS 9:** Industry, Innovation, and Infrastructure
- **ODS 11:** Sustainable Cities and Communities
- **ODS 12:** Responsible Production and Consumption
- **ODS 13:** Climate Action

Sustainability at Universal Cargo is based on five key pillars, ensuring a comprehensive commitment to balanced and responsible development:

- **Ethical and transparent governance:** promoting good business practices and full transparency.
- **Robust cybersecurity:** protecting data and critical systems.
- **Workplace well-being and diversity:** fostering inclusive and safe work environments.
- **Environmental protection:** reducing ecological impact in all operations.
- **Positive social impact:** contributing to community well-being.



Governance, Ethics, and Anti-Corruption

At Universal Cargo, ethical governance is the foundation of all our operations. We enforce strict policies that prohibit any corrupt or unethical practices. We have an updated Code of Conduct and conduct periodic internal and external audits to ensure transparency and regulatory compliance.

- **Continuous training for employees** on ethics, anti-corruption, and corporate responsibility.



Cybersecurity

Universal Cargo has established strong digital security protocols to protect sensitive customer and employee information.

Key initiatives in 2025:

- Adoption of advanced technologies, including multi-factor authentication and full encryption.
- Regular reviews to identify vulnerabilities and optimize security.
- Employee training on secure information management practices.

Health, Workplace Well-being, and Diversity



We actively promote a healthy, safe, and inclusive work environment.

Our commitments are:

- Bimonthly meetings with staff positively impacting the work environment.
- Increased employee participation in meetings, strengthening integration and community spirit.
- Implementation of flexible work policies and diversity and inclusion training.
- Internal awareness campaigns on diversity and inclusion.
- Incorporation of respect for diversity in the Code of Conduct, condemning discrimination

Education and Quality

Our commitments are:

- Participation in industry events, promoting knowledge exchange.
- Internal training on workplace safety and risk prevention.
- Donations of educational materials to schools in vulnerable communities



Climate Action

In 2025, Universal Cargo continued its financial support to the organization **OneTreePlanted** in its project to reforest native trees in Argentine Patagonia

FOSTERING A SUSTAINABLE AND
RESILIENT FUTURE THROUGH TREES

Check here down the 2025 Wrapped
video: <https://www.youtube.com/watch?v=7Ci7gL0lvCI>



ENERGY and EMISSIONS:

For the year 2025, we calculated our Scope 1 (655 tCO₂e) and Scope 2 (254 tCO₂e) emissions through the WORLDFAVOR platform, which guarantees accurate and standardized reporting.

These calculations provide a solid foundation for our carbon reduction efforts. By 2026, we will continue to monitor emissions and expand our efforts to include Scope 3, assessing indirect emissions from our supply chain and other sources. This will give us a more comprehensive view of our carbon footprint, helping us develop targeted reduction strategies to align our objectives with globally recognized frameworks such as the 2030 Agenda's Sustainable Development Goals (SDGs) to achieve net-zero emissions

Decent Work and Economic Growth

Our commitments are:

- Comprehensive review of employment contracts to ensure fair wages and compliance with Argentine labor laws.
- Implementation of a flexible work program benefiting employees with specific needs.



Social and Community Commitment



Our commitments are:

- Ongoing support for local community kitchens.
- Frequent donations of school supplies and educational technology.
- Promotion of corporate volunteerism among employees.

Risk Management and Business Continuity

Our company continuously:

- Continuous updates and effective emergency drills.
- Specific training on emergency management (fire safety, CPR).
- Risk assessment in the Risk and Opportunity Matrix.



Responsible Production and Consumption

Key initiatives:

- Implementation of **company-wide recycling programs**.
- Reduction of non-biodegradable materials, **eliminating disposable tableware**,



2025 Sustainability Indicators

Key sustainability indicators achieved in 2025:

- **Paper consumption reduction:** Goal 40%, achieved 45%.
- **Packaging material recycling:** 16% increase compared to 2024.
- **Ethics and diversity training:** 100% compliance.
- **Work integration events:** Goal 6 meetings. 100% achieved!

Challenges and Next Steps for 2026

Key objectives for 2026:

- Complete document digitalization.
- Expand local environmental initiatives.
- Increase internal sustainability training.
- Strengthen community partnerships.



Highlighted Cases 2025

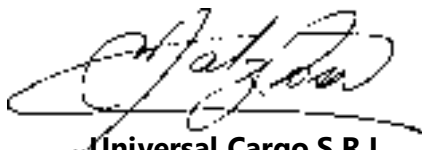


- ✓ Significant progress in the comprehensive project to digitize internal documents.
- ✓ We continue to collaborate with One Tree Planted on reforestation projects.
- ✓ We have successfully implemented social initiatives and corporate volunteering programs to benefit vulnerable communities.

Our Conclusion

Universal Cargo S.R.L. remains committed to comprehensive sustainability, emphasizing ethics and social responsibility as fundamental pillars of daily operations.

We deeply appreciate everyone who joins us on this journey.

A stylized, handwritten signature in black ink.

Universal Cargo S.R.L.

Buenos Aires, Argentina

