

Sustainability Policy

Effective Date: 28 July 2026

1. Purpose

This Policy formalises the commitment of every Royale International company to conduct our business responsibly and sustainably. As an international logistics provider, Royale International recognises the important role we play in shaping a sustainable and responsible supply chain. Accordingly, we are dedicated to aligning our operations with global standards of Environmental, Social, and Governance (“ESG”) practices while promoting a culture of Corporate Social Responsibility (“CSR”).

This Policy aims to:

- Unify Royale International’s global direction towards sustainability initiatives across our operations;
- Monitor initiatives executed through Royale International’s regional offices and implement improvements where considered necessary; and
- Communicate our sustainability goals, expectations and requirements to internal and external stakeholders.

2. Scope

This Sustainability Policy (“Policy”) and associated procedures apply globally to:

- All employees, directors, officers and independent contractors working for any of the Royale International Group companies worldwide (each and all altogether referred to as “Royale International” or “We”). The most recent list of Royale International companies is set out in Annex 1 to this Policy for reference only. The list of Royale International companies may be updated from time to time without notice.
- All companies, such as suppliers, service providers, agents, subcontractors and contractors (referred to as “Vendor” and collectively “Vendors”) supply products, solutions or services to any Royale International Company. Vendors are required to comply with this Policy, both by implementing appropriate measures within their own organisations and by requiring that any third party they use to provide their products, solutions or services to Royale International, complies with the standards and requirements set out in this Policy. This Policy applies in addition to any other agreement which may exist between a Vendor and any Royale International company. In case of conflict between the requirements set out in this Policy and those set out in any such agreement, the strictest requirements shall apply.

3. Commitment

Royale International is committed to environmental stewardship, social responsibility, and good governance. We work with our regional offices, Vendors, and clients to uphold and continuously improve sustainable business practices, ESG and CSR initiatives.

Environmental Management

Royale International recognises its role in protecting the environment and minimising impact from its operations. We strive to reduce our carbon footprint and promote climate positivity. Our environmental strategy focuses on waste, energy, and emissions management, transitioning to an eco-friendly vehicle fleet, and conducting thorough vendor assessments in line with global standards. Royale International aims to adhere to the following principles and practices:

- Establishing clear environmental objectives as part of our ongoing efforts to enhance our sustainability practices.
- Seeking to measure and offset greenhouse gas emissions arising from our operations and logistics activities where reasonably practicable.
- Aspiring to implement transparent carbon emissions reporting to ensure accountability and foster trust among stakeholders.
- Complying with relevant local and international environmental laws, regulations, legislation, and industry-specific standards.
- Striving to reduce the consumption of natural resources in daily operations, including water, electricity and responsible waste management.
- Developing supplier environmental performance management practices, including formal assessments and monitoring processes to enhance sustainability throughout our supply chain.
- Committing to pollution prevention and continuous improvement.
- Seeking opportunities aimed at offsetting greenhouse gases generated by our operations.
- Encouraging Vendors to meet high standards of environmental performance where feasible.
- Communicating this Policy to all employees, directors, officers, independent contractors, Vendors, and stakeholders and making this Policy accessible to the public.

b. Social Responsibility

Royale International believes that the success of our business is intertwined with the well-being of our internal and external stakeholders. Royale International commits to:

- Promoting a workplace culture that values diversity, inclusion, fairness and respect throughout our recruitment, employment and business practices.
- Promoting employee well-being through fair and responsible employment practices that comply with local laws and regulations. For more information, please email sustainability@royaleinternational.com, or refer to Royale International's Code of Conduct and Whistleblowing Policy and Vendor Code of Conduct.

Corporate Social Responsibility ("CSR")

Royale International's CSR initiatives focus on creating positive community impact, both within our offices around the world and its surrounding community. We aim to create lasting positive impacts through volunteerism, corporate donations, outreach programs, and community partnerships. For more information on Royale International's initiatives, please refer to our latest [Impact Report](#).

c. Governance Responsibility –

Royale International commits to maintaining high standards of corporate governance. Our framework emphasises ethical leadership and adherence to global practices and industry regulations. This includes Royale International's:

- [Code of Conduct and Whistleblowing Policy](#)
- [Vendor Code of Conduct](#)
- [Anti-Corruption and Anti-Bribery Policy](#)
- [Privacy Policy](#)

4. Responsibility and Review

This Policy is the responsibility of the Sustainability Taskforce appointed by the Management of Royale International. This is a cross-functional team that is led by the Management of Royale International and involves functions such as operational, sales, legal and compliance, and administrative departments. This Policy is effective from 28 July 2026.

For other enquiries, please email sustainability@royaleinternational.com.