

RAPID LOGISTICS: SUSTAINABILITY HIGHLIGHTS 2025



Sustainability highlights 2025

- **Natural gas eliminated:** Consumption across our facilities went from 33,752 m³ in 2024 to zero in 2025, removing the associated 72 tonnes CO₂e in full.
- **Self sufficiency:** We are running on more of our own power. Self-generated rooftop solar rose from 688 MWh to 855 MWh (+24%) and now covers 32.5% of our total electricity consumption, up from 26.2% in 2024.
- **Our company vehicles are going all-electric.** From 2025 onward Rapid applies an all-electric policy to staff vehicles. Petrol consumption fell from roughly 32,000 to 25,900 litres over the year.
- **Sustainable manufacturing:** Rapid launched a major project with Windgoo to assemble 100,000 electric bicycles in 2025 - 2026 for the French market, undertaken in connection with a French sustainability subsidy.
- **Second-hand market:** Our second-hand operation expanded. We added Apparel and Trading Cards to the eBay categories we handle, alongside Sneakers, Handbags, Jewellery and Watches — extending the volume of goods that are kept in circulation.
- **Expansion to Australia** raised our international business travel footprint significantly. Air travel emissions grew from 30 to 199 tonnes CO₂e. These emissions have been normalised in this annual report for Rapid Netherlands.
- **Our plastic packaging use fell by 42%** — from 52,289 kg to 30,088 kg — following the introduction of nano-technology enhanced pallet wrapping

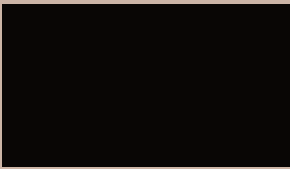


The global transport sector is responsible for an estimated 10-15% of global emissions. Rapid recognizes our responsibility to operate in a manner that minimizes our environmental impact while contributing positively to our clients' success.



Strategic sustainability goals

Our long-term sustainability objectives remain firmly in place. In close collaboration with our supply chain partners, we continue to explore and implement new strategies to reduce emissions across our operations.

- **Rapid's own direct and indirect emissions:** Our strategic ambition is to achieve Net Zero emissions by 2030 for all direct and indirect emissions not tied to client-specific services. This reflects our commitment to taking full responsibility for the environmental footprint of our core operations.
 - **Indirect Emissions from client related logistics services:** We support our clients in reaching their sustainability goals by continuously expanding our range of low-emission and alternative transport solutions. Our target is to achieve a 30% relative reduction in these indirect emissions by 2030, using 2022 as our baseline year.
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Rapid’s own direct and indirect emissions

Our total own emissions — Scope 1, Scope 2 and the operational share of Scope 3 — amounted to 831 tonnes CO₂e in 2025, against 959 tonnes CO₂e in 2024 (-15%).

Scope 1 emissions fell sharply, from 186 to 98 tonnes CO₂e (-47%). The main driver was the elimination of natural gas consumption across all our facilities: from 33,752 m³ in 2024 to zero in 2025. Continued electrification of the company fleet reduced petrol use from approximately 32,000 to 25,900 litres. From 2025 onward Rapid applies an all-electric policy to staff vehicles, to continue this path.

Scope 2 emissions rose modestly, from 415 to 451 tonnes CO₂e (+9%), reflecting higher purchased grid electricity as our facilities transition from gas heating to electric. At the same time we drew a larger share of our power from our own rooftop solar: self-generated electricity rose from 688 MWh to 855 MWh (+24%), covering 32.5% of total consumption against 26.2% in 2024.

Key Performance Indicators	2022 (baseline)	2023	2024	2025	YoY
Scope 1 emissions (ton CO ₂ e)	161	246	187	98	↓
Scope 2 emissions (ton CO ₂ e)	129	294	415	451	↑
Scope 3 emissions assigned to Rapid (ton CO ₂ e)*	234	211	358	282	↓
Total emissions Rapid Logistics (ton CO ₂ e)	424	751	959	831	↓
Emissions per m2 warehouse (ton CO ₂ e)	0,01018	0,01158	0,01173	0,01121	↓

**Normalized to exclude travel for Rapid Australia*



Indirect emissions from client services

Emissions from the services we deliver to clients – principally transportation – fell substantially in 2025. Total client-related emissions dropped by 31%, from 18,996 tonnes CO₂e in 2024 to 13,026 tonnes CO₂e in 2025. Measured against our 2022 baseline of 25,180 tonnes, this is a reduction of 48%, already well beyond the 30% relative reduction we committed to achieve by 2030.

Freight efficiency improved markedly. The combined intensity of general cargo – air, road and ocean – fell from 0.1441 to 0.0495 kg CO₂e per ton.km, and transport intensity overall dropped from 559.4 to 259.9 kg CO₂e per tonne. The principal driver was a change in the mix of modalities, with a significantly larger share of volume moving by ocean.

Key Performance Indicators	2022 (baseline)	2023	2024	2025	YoY
Total client emissions (ton CO ₂ e)	25.180	23.656	18.996	13,026	↓
Intensity (KG CO ₂ e per ton)	676,06	527,24	559,44	259,93	↓
Intensity (KG CO ₂ e per ton.km)	0,143	0,168	0,171	0,050	↓
Intensity Air/Sea/Road (KG CO ₂ e per ton.km)	-	0,134	0,144	0,049	↓
Intensity Courier services (KG CO ₂ e per ton.km)	-	1,088	0,647	0,620	↓



2021

Rapid started measuring co2e emissions and created our first reduction strategy. Since 2021, all our new warehouses are BREEAM certified Excellent and are equipped with green roofs and walls and LED lighting with motion sensors.

2023

Finalised and communicated our strategic sustainability targets and our net-zero goals for 2030.

Rapid increased Renewable Energy usage by expanding the solar rooftop system for an additional 365MW annually.

2025

Rapid eliminated natural gas across all facilities and adopted an all-electric policy for company vehicles. Self-generated solar rose to 855 MWh, covering a third of our electricity use. Rapid launched the assembly program for 100,000 Windgoo electric bicycles for the French market, and expanded our second-hand eBay operation into Apparel and Trading Cards.

2000 - 2020

Rapid set up recycling processes for various waste streams (cardboard, plastics and wood), and started partnerships with local recycling firm Brandjes to manage our waste streams, and DS smith for sustainable packaging.

2022

Rapid improved our emissions data quality through a partnership with BigMile software. This year is considered our benchmark with full co2e emission data. Rapid constructed Solar rooftop systems that provide us with 720MW annually.

2024

Rapid opened the new HQ. The building is Net Positive by 2040 due to sustainably sourced materials and innovative Energy Management Systems.

Rapid also embedded the KPI's from our strategic goals in our operation and finalised the reporting structure for CSRD to enable more accurate client emission reporting. Our UK and Japan operations are added to the annual reports.

2030

Realisation of Rapid's strategic sustainability goals:

- NetZero on Rapid's own direct and indirect co2e emissions.
- Indirect emissions of client freight services reduced by 30% compared to our 2022 baseline.