



# TITAN CONTAINERS A/S SUSTAINABILITY REPORT 2025



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Store Anything. **Anywhere.**

INTRODUCTION

## ABOUT THIS REPORT

This is the annual Sustainability Report of the TITAN Containers Group (Barkadia Holding ApS), including subsidiaries on our corporate responsibility, as stated in Section 99 of the Danish Financial Statements Act.

The report covers activities in the 2025 calendar year and represents our statutory statement on social and environmental responsibility. It forms a component of the management report in the company's Annual report.

This statement is prepared for the entire TITAN Group including TITAN Storage Solutions A/S and TITAN Containers A/S. The TITAN group will apply the exemption provisions in the Danish Financial Statements Act and has therefore not prepared independent Sustainability Reports for TITAN Storage Solutions A/S or any subsidiary part of the TITAN Containers A/S.

The report aims at presenting the Environmental, Social and Governance sustainability performance of TITAN Group, frequently using the terminology 'ESG'. TITAN is not subject to the European Corporate Sustainability Reporting Directive.



## INTRODUCTION

## LETTER FROM THE CHAIRMAN &amp; THE CEO

**Dear Stakeholders**

At TITAN Group, sustainability is part of how we run the business, design our solutions, and make decisions that will stand the test of time. We recognise the responsibility that follows from operating across a global value chain – and we see it as a competitive advantage.

In 2025, we focused our ESG efforts on areas where we can have the most meaningful impact. TITAN's sustainability strategy is built around three priorities: our storage solutions, our internal operating foundation, and our value chain impact. These areas guide how we prioritise initiatives and allocate resources across the Group.

During the year, we delivered measurable progress. We launched ArcticStore Horizon – our most sustainable cold storage solution to date, reducing energy consumption by an average of 55% compared to traditional reefers and cutting refrigerant global warming potential from 2,140 to just 0.5. We continued to extend the operational lifetime of our containers through refurbishment and preventive maintenance and advanced our work to promote food storage at –15°C as a practical way to reduce energy consumption across the cold chain. These efforts directly benefit our customers through lower operating costs and a reduced environmental footprint.

At the same time, we continued to strengthen the foundations of responsible operations. Environmental management practices were further embedded across our facilities, employee development was accelerated through the launch of TITAN Training Academy, and health and safety processes were reinforced globally. ESG considerations are increasingly part of every management discussion.

We are realistic about the challenges ahead. Progress in sustainability requires continuous adjustment. In the coming year, our focus will be on improving the quality and transparency of our environmental data, scaling sustainable solutions across priority markets, strengthening supplier engagement, and continuing to invest in our people.

This report reflects where we stand today – what we have achieved, what we are prioritising, and where further progress is needed. We are proud of the momentum we have built, and confident that our sustainability commitments make TITAN a stronger, more resilient business and a more valuable partner to our customers.

Thank you for your continued trust.

Taastrup, 27th April, 2026

Sincerely yours,



John Layland Barker  
Chairman of the Board



Søren Skov Mogensen  
CEO TITAN Group

INTRODUCTION

# EXECUTIVE SUMMARY FOR 2025

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At TITAN Containers, we create space not just for storage, but for opportunity, growth, and positive change. Our commitment is to continuously innovate storage solutions that protect what matters most to our customers – while reducing environmental impact, being a responsible employer, and upholding transparency and integrity through strong governance.

Integrating Environmental, Social, and Governance (ESG) principles into our business is not only the right thing to do – it makes us a stronger, more competitive partner for our customers. Our sustainability impact spans the entire value chain: from raw material extraction and manufacturing to transport, storage, and recycling.



INTRODUCTION

## SUSTAINABILITY STRATEGY

At TITAN Containers, we believe in creating space not just for storage but for opportunity, growth, and positive change. Our commitment is to continuously innovate storage solutions that protect what matters most to our customers while also safeguarding the environment, being a responsible employer, and upholding transparency and integrity through strong governance.

We believe that integrating robust Environmental, Social, and Governance (ESG) principles into our business is not only vital for sustainability but also contributes to long-term financial success.

As a company focused on container-based storage, our sustainability impact spans the entire value chain – from raw material extraction and manufacturing to transport, storage, and recycling. Therefore, our strategy is divided into three focus areas:

- 1. OUR STORAGE SOLUTIONS:**  
Focusing on eco-friendly innovations, reducing the environmental footprint of our container fleet, and partnering with customers and suppliers to minimize impacts in the use phase.
- 2. INTERNAL OPERATING FOUNDATION:**  
Managing environmental, social, and governance issues within our own operations to ensure responsible practices across all levels of the business.
- 3. VALUE CHAIN IMPACT:**  
Working closely with suppliers to address ESG challenges throughout the container and transport value chain.



INTRODUCTION

SUSTAINABILITY STRATEGY (CONTINUED)

OUR STORAGE SOLUTIONS

1 New Sustainable solution: ArcticStore Horizon

2 New Sustainable solution: Arctic MegaStore

3 New Sustainable solution: TITAN Tower

4 Switch from high to low GWP refrigerants, starting 2025 and completing by 2040

5 Stretch average container lifetime to 50 years, starting now

6 Promote the move to minus 15 degrees

INTERNAL OPERATION FOUNDATION

Environment

- Energy Efficiency & Carbon Footprint
• Minimize use of hazardous chemicals

Social

- Safety, Employee Well-being & Development
• Diversity, Equity, and Inclusion (DEI)
• Support Local Communities

Governance

- Compliance & anti-corruption
• Transparency & Stakeholder Engagement
• Sustainability Leadership & Accountability

VALUE CHAIN IMPACT

- Eco-Friendly Supplier Practices
• Supplier Code of Conduct



## INTRODUCTION

## PROGRESS AGAINST OUR STRATEGY

In 2025, TITAN delivered measurable progress against each of the three declared objectives of our Sustainability Strategy.

The following update maps our actions and results directly to those commitments.

## OBJECTIVE 1

## SWITCH TO LOW-GWP REFRIGERANTS

Declared: Transition from >2,400 GWP to <700 GWP refrigerants, starting in 2025 and completing by 2040.

## 2025 PROGRESS

- Launched ArcticStore Horizon in 2025 with a GWP of just 0.5 (R1234yf) as standard, while across the wider product range the transition to low-GWP refrigerants ( $\leq 700$ ) continues as new units are increasingly specified to low-GWP as standard.

## OBJECTIVE 2

## EXTEND CONTAINER LIFETIME TO 50 YEARS

Declared: Stretch average container lifetime to 50 years, starting now.

## 2025 PROGRESS

- Continued refurbishment programme — non-functional containers restored and returned to active market.
- Preventive maintenance programme sustained across all depots, minimising breakdowns and waste.
- Idle fleet in depots reactivated, improving fleet utilisation and extending operational life.
- SmartArctic remote monitoring supports proactive health checks to prevent early retirement of units.

## OBJECTIVE 3

## PROMOTE THE MOVE TO -15°C COLD STORAGE

Declared: Propose -15°C storage to customers currently storing food between -16°C and -30°C.

## 2025 PROGRESS

- Customer education materials developed to support the Move to -15°C initiative.
- Continued partnership with the movetominus15.com academic initiative.
- Monthly energy reports provided to customers to support informed temperature decisions.
- Potential ~10% energy reduction identified across ~2,500 applicable units at 30% adoption.

## ADDITIONAL PRODUCT PROGRESS

What we are currently developing

## Arctic MegaStore

Arctic MegaStore is a double-height modular cold storage solution designed for customers who need high-volume capacity without a large ground footprint — more storage with less energy. Prototype developed in 2025, full commercial release in 2026.

## TITAN Tower

TITAN Tower is a new sustainable storage concept expanding TITAN's eco-friendly product portfolio. Full details to be announced in 2026.

INTRODUCTION

# INTERNAL OPERATING FOUNDATION

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## ENVIRONMENT

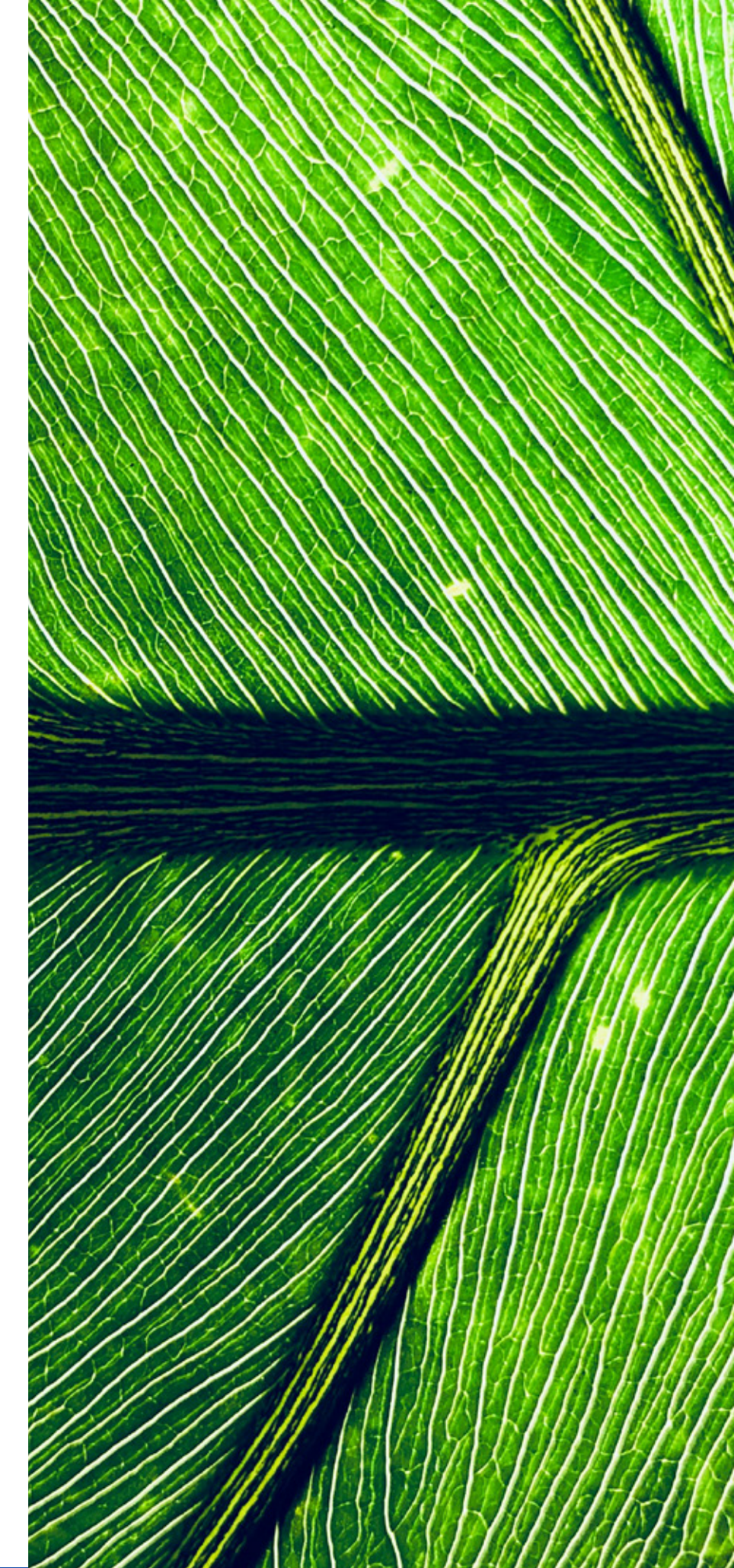
- ISO 14001 certified (since 2022)
  - quality & environmental management
- Water-based paints used at all depots since 2024
- Minimised use of hazardous chemicals across operations
- Vehicle electrification continued aiming at 100% CO2-neutral logistics by 2035
- Monitoring consumption of fuel, electricity, waste and water
- Strong focus on prevention of refrigerant leakage

## SOCIAL

- TITAN Training Academy launched
  - tailored development courses
- Digitalised tools deployed; teams working more effectively
- Toolbox-talks H&S; awareness campaign rolled out
- New digital incident tracking platform implemented
- TITAN Impact – continuing to support communities across health, education, environment and sport
- Continued with annual Employee Satisfaction Survey

## GOVERNANCE

- CSRD-aligned reporting from 2025 reporting year
- Anti-bribery and anti-corruption policies enforced
- Independent whistleblower access maintained
- Annual sustainability report published
- ESG risk and opportunity integrated into executive decision-making



INTRODUCTION

## VALUE CHAIN IMPACT

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### CUSTOMER SATISFACTION

Continued focus on experience, loyalty, and retention across 90+ countries. Validated by high Trustpilot ratings and strong NPS scores.

### TITAN IMPACT — COMMUNITY

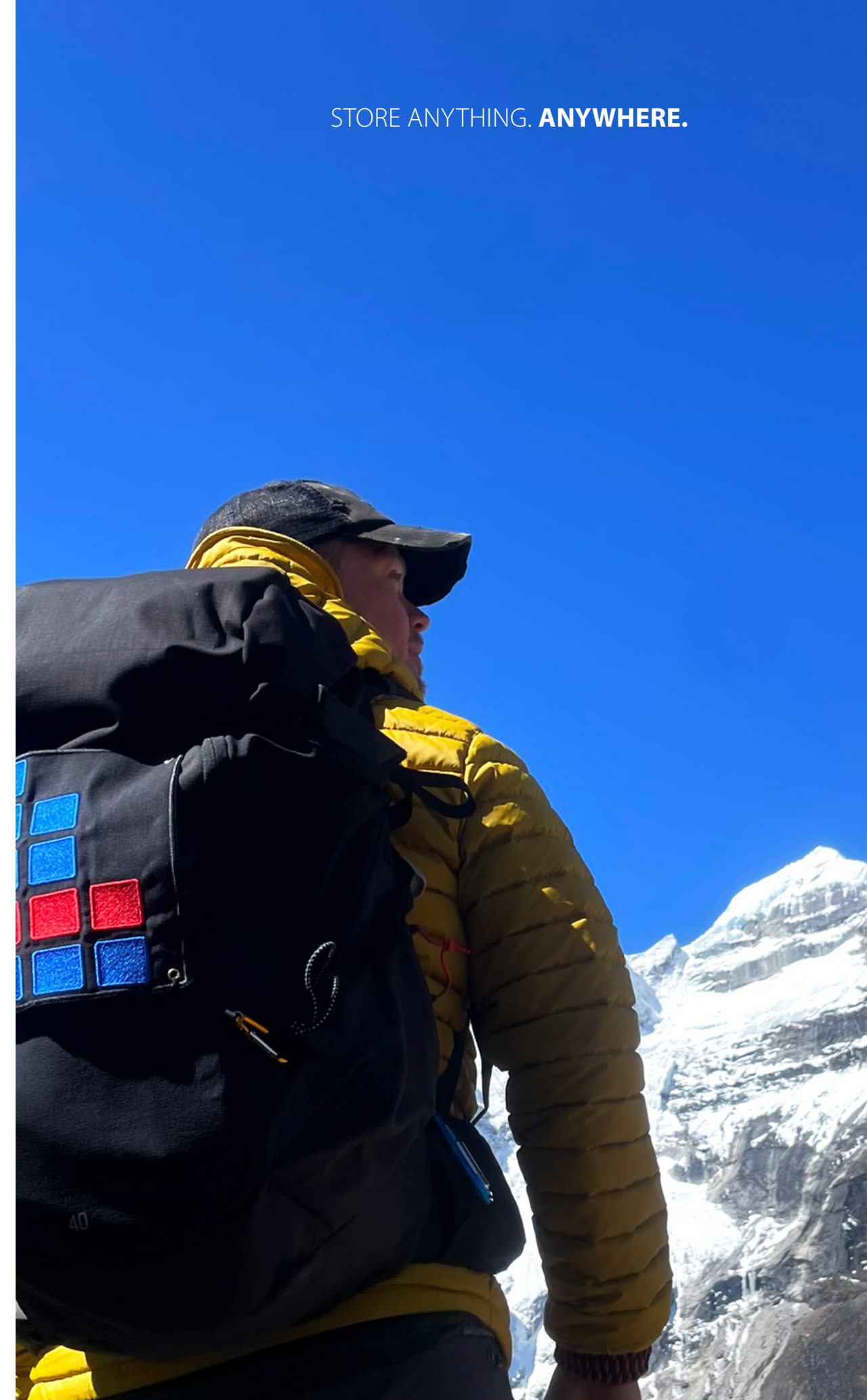
Global programme supporting community development, health, education, environment, and sport – from food banks and youth sport to humanitarian aid and more.

### SUPPLIERS - SUSTAINABLE PROCUREMENT

Requesting suppliers to sign off and adhere to our Supplier Code of Conduct. Conducting supplier audits to validate commitment to ESG principles.

## 2026 PRIORITIES

- Establish clear, measurable carbon footprint metrics across the Group
- Scale distribution of sustainable products — ArcticStore Horizon, Arctic MegaStore — across priority markets
- Evaluate and formalise supplier ESG performance assessments
- Sustain and improve employee engagement; expand TITAN Training Academy
- Requesting suppliers to sign off and adhere to our Supplier Code of Conduct.
- Conducting supplier audits to validate commitment to ESG principles.







# ABOUT OUR BUSINESS

## ABOUT OUR BUSINESS

# BUSINESS MODEL

TITAN's business model offers a unique global platform for containerised storage to corporate and private customers, aiming to store anything, anywhere, in flexible, safe and responsible ways.

Whether for short-term rental or long-term investment, TITAN is a primary partner for modular storage solutions worldwide. From self-storage to temperature-controlled facilities and dry storage, we cater to a wide range of industries such as pharmaceuticals, food, and renewable energy. We serve numerous renowned industry-leading companies, including Vestas, Tesco and Sonoco, as well as countless smaller businesses and private clients worldwide.

By leveraging single and inter-modular containers, we offer flexible storage methods

that can operate independently or as part of an integrated system. This approach enables TITAN to continuously set industry standards and expand its global reach, maintaining the values and culture that have defined the company for over three decades.

Our own offices in 21 countries coordinate the worldwide container activities that include more than 200 depot locations worldwide, mostly operated by third party suppliers. It is an essential part of our business philosophy that containers are as close as possible to the location where they are required. We have a well-established network of partners with the local knowledge and expertise required to ensure the same high level of service to satisfactorily meet all our customers' expectations.

# REVENUE SOURCES

Our main revenue stream comes from the rental of containers. From one- or two-days rental in the festival season through mid-term or seasonal rentals up to periods of multiple years we offer containers to best suit the needs of our customers. Thanks to our flexible rental model, customers can benefit from the savings in capital spending.

The sale of containers complements the rental business. TITAN Group sells containers which are purchased for one-way shipping or for sale, and sells excess containers in various locations.

Our final revenue source is related to the services within the rental and sale business, including transportation of containers, drop-off and pick-up fees, repair and maintenance, remote monitoring of temperature control, assembly fees, handling and storage fees.



ABOUT OUR BUSINESS

OUR BRANDS

**Our distinct brands:**

We operate 3 focus brands: ArcticStore refrigerated storage containers, ISO dry containers, and Self-Storage at an ever-increasing number of sites. Additionally, we have smaller business volumes with DNV containers for offshore, 4PEOPLE for office and accommodation solutions, and accessories that are potentially used by all of the brands.

Our flagship brand is the temperature-controlled ArcticStore. We have a range of high-tech chilled, frozen and heated storage containers for hire that are portable to any location.

Our Superstores are assembled from multiple containers providing cold storage in various sizes. We offer ultralow temperature freezing as well as rapid chilling and heated solutions. Our mini cold stores are great for events. All units can be monitored remotely. We offer storage solutions from minus 75°C to plus 85°C and have delivered to all continents, including Antarctica.

TITAN'S Dry containers can be hired for everyday storage. We also participate in supplying many standard ISO shipping containers for logistics and project shipments. Our fleet of 10ft, 20ft and 40ft containers are used for everything from onsite construction storage to international cargo logistics.

TITAN Self-Storage sites offer safe, secure and 24/7 accessible units from very small to large sizes, mainly for private customers and small businesses, and are available in 13 countries.

Our DNV units are super-tough certified containers for offshore use in oil rigs and gas platforms under extreme conditions.

TITAN 4PEOPLE office containers are available in various modular solutions, customized to meet specific client requirements.



# ESG FRAMEWORK

ESG FRAMEWORK

# OUR FRAMEWORK

OUR ESG FRAMEWORK IS BUILT ON THE CORPORATE SUSTAINABILITY STRATEGY, DOUBLE MATERIALITY ASSESSMENT AND STAKEHOLDERS ENGAGEMENT.

TITAN has established a comprehensive **Sustainability Strategy** that integrates Environmental, Social, and Governance (ESG) principles into our core business to drive long-term financial success and positive change.

We seek to align with the UN Sustainable Development Goals (SDGs), focusing on the improvement of our core business following three sustainability goals:



### **SDG 9: Industry, Innovation, and Infrastructure**

Through innovation in eco-friendly and modular container designs, we promote sustainable industrialization and infrastructure that can easily be adapted to customer needs.



### **SDG 12: Responsible Consumption and Production**

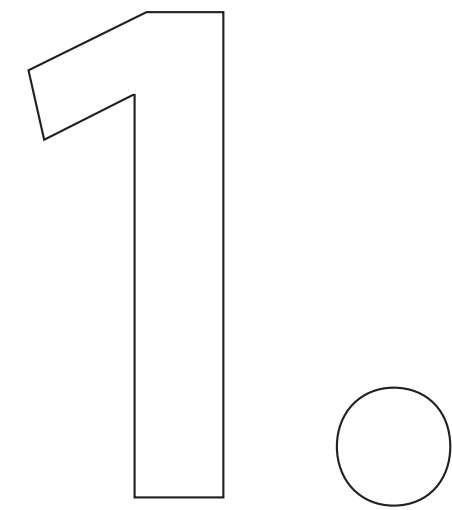
Our focus on recycling and repurposing containers aligns with responsible consumption and production patterns.



### **SDG 13: Climate Action**

Our efforts to improve energy efficiency, increase renewable energy use, and phase out refrigerants with a high global warming potential directly support the mitigation of climate change.

## ESG FRAMEWORK



### OUR STORAGE SOLUTIONS

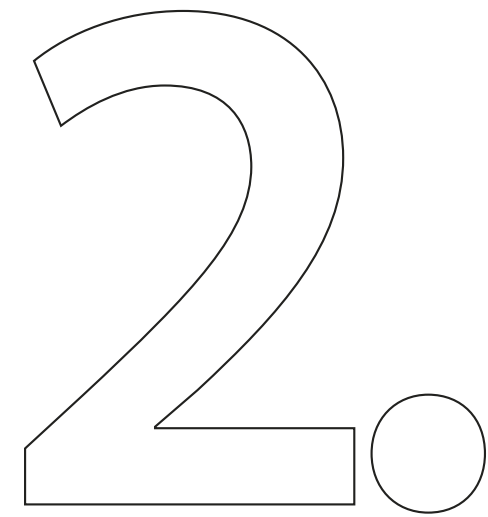
Focusing on eco-friendly innovations, reducing the environmental footprint of our container fleet, and partnering with customers and suppliers to minimize impacts in the use phase.

TITAN's modular storage systems are designed to adapt to customers' needs. Our cold storage solutions ensure the safe and efficient preservation of critical resources such as food and pharmaceuticals.

#### KEY AREAS:

- Extending product lifespan is central to our circular business model. As most of the containers are used for stationary storage rather than shipping, they are less exposed to handling and movements, which significantly prolongs their lifespan. Our regular maintenance and refurbishment program minimizes the risk of breakdown and ensures that containers remain in good condition, further supporting increased lifetime.
- Energy efficiency in ArcticStore refrigerated solutions means reducing energy consumption through better insulation, more efficient machines and use of renewable energy. We use remote monitoring to track energy consumption and advise our customers on efficient usage to save energy.
- Reduce Global Warming Potential from refrigerants: transition started to low-GWP refrigerants, such as R1234yf (GWP 0.5) and R744 (GWP 1)

ESG FRAMEWORK



**OUR INTERNAL OPERATING FOUNDATION**

Managing environmental, social and governance issues within our own operations to ensure responsible practices across all levels of business.

**ENVIRONMENTAL FOUNDATION**

Since 2022, we have been globally certified under ISO 9001 and ISO 14001, reflecting our dedication to high standards in quality and environmental management. Our ongoing initiatives include investments in solar energy on the sites, the use of electric vehicles, and a focus on minimizing hazardous chemicals, waste, water, and energy. We monitor carbon emissions and started a project to establish our carbon footprint.

**SOCIAL FOUNDATION**

As a family-owned company, we're built on a foundation of care, community, and trust, providing space to grow, push boundaries, and pursue possibilities. Our social strategy is rooted in empowering employees to drive positive change, fostering inclusivity, and giving back to communities.

**GOVERNANCE FOUNDATION**

At TITAN, our governance strategy is built on integrity, transparency, and accountability. By integrating ESG principles and maintaining robust compliance, clear reporting, and active stakeholder engagement, we ensure sustainable, responsible operations and long-term success.

## ESG FRAMEWORK



### VALUE CHAIN IMPACT

Working closely with suppliers to address esg challenges throughout the container and transport value chain.

#### KEY AREAS INCLUDE:

- Favouring suppliers with lower environmental footprints and sustainable practices for large materials like steel, paint, and wood.
- Requesting our suppliers to comply with our Supplier Code of Conduct through regular dialogue and audits, promoting environmental responsibility and ethical labour practices across the value chain.

[The Strategy is presented on TITAN's website.](#)

## ESG FRAMEWORK

## DOUBLE MATERIALITY ASSESSMENT

Risk management has been a core element of our management system. In 2024, TITAN completed a comprehensive Double Materiality Assessment (DMA) to identify critical sustainability topics based on their impact on people and the planet, as well as their financial effect on the company. We followed the requirements set by the EU's Corporate Sustainability Reporting Directive, although later TITAN was re-classified as out of scope from the regulations. The DMA is reviewed annually.

In the DMA, TITAN mapped material Impacts, Risks and Opportunities in key aspects of our own operations as well as the full value chain – from raw material extraction and manufacturing to transport, storage, and recycling.

Through the assessment process, we discovered that TITAN's direct activities have a limited environmental and social impact. Major impacts arise within our value chain, mainly manufacturing, transportation and customer use from resource consumption, energy and water use, greenhouse gas emissions, and pollution.

Key **Environmental** topics where impacts and opportunities were identified include Climate Change, Pollution, and Resource Use/Circularity. The adverse impacts primarily stem from the supplier value chain and it is important to note that data assurance in this area is low, and much of our analysis relies on assumptions and industry research. We aim to improve data accuracy by collaborating with key suppliers to better understand these impacts and identify potential mitigation strategies.

**Social** topics with key impacts include our Own Workforce, Workers in the Value Chain, and Consumers/End Users. The assessment confirmed that people development, work-life balance, and health and safety are material categories for our Own workforce, and we are committed to making ongoing improvements. We need to strengthen data assurance regarding Workers in the value chain, where there may be adverse impacts related to working conditions, equal treatment, and health and safety. In terms of Consumers and end-users, our primary focus is customer satisfaction and ensuring the personal safety of clients using TITAN's storage solutions.

In **Governance** topic, Anti-corruption and anti-bribery were defined as critical areas of focus.

We also identified key **Entity-specific** financial risks: the threat of cyber-attacks, which could cause significant operational and revenue losses, and our dependency on key suppliers, which poses multiple risks that could lead to operational inefficiencies and increased costs.

We believe that our main ability to drive the green transition lies within our own operations. However, we also wish to promote change across the value chain and work with our suppliers and customers to help their sustainability journey.

To ensure these priorities align with real-world needs, TITAN actively engages with six key stakeholder groups.

ESG FRAMEWORK

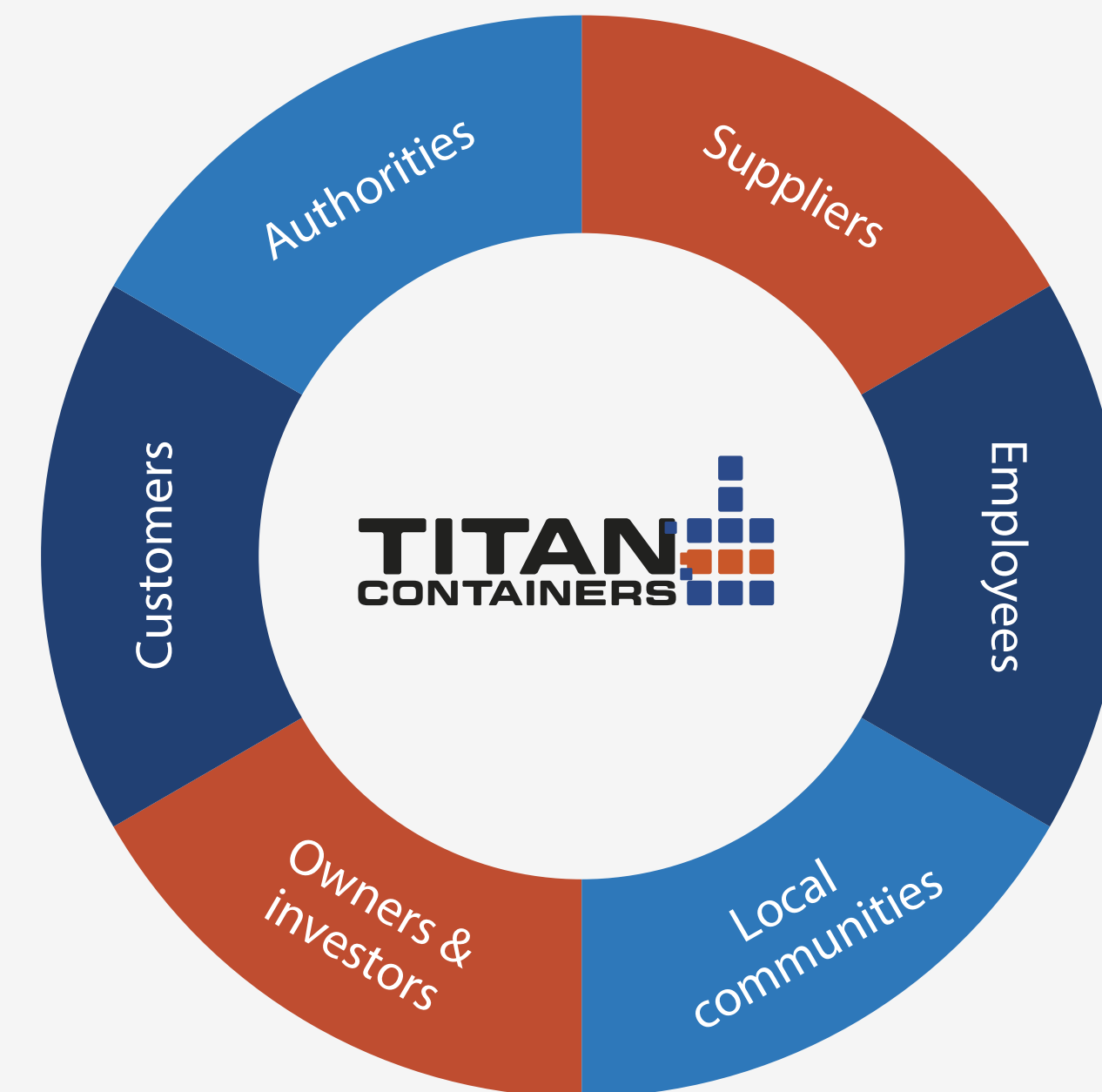
## STAKEHOLDER ENGAGEMENT

At TITAN, we prioritize understanding, monitoring, and continually reviewing the needs and expectations of our stakeholders, focusing on meeting their relevant requirements.

We prioritize six key stakeholder groups when identifying and addressing material Environmental, Social, and Governance issues: 1) customers, 2) suppliers, 3) employees, 4) owners and investors, 5) authorities, and 6) local communities. Our teams engage regularly with these groups to ensure their interests and expectations are acknowledged and respected.

WE AIM AT MOBILIZING KEY STAKEHOLDERS ON CLIMATE & ENVIRONMENT BY:

- Educating and empowering employees to act on TITAN's climate & environment commitments
- Collaborating with customers and key stakeholders to identify innovative storage solutions for the green transition
- Integrating climate and environment considerations in our supplier engagement and selection process



ESG FRAMEWORK

# STAKEHOLDER EXPECTATIONS

The following are the sustainability expectations identified by our major stakeholders. We take these expectations into account and incorporate them into our ESG strategy to ensure we align with their interests and contribute positively to our shared goals.

STAKEHOLDER GROUP	STAKEHOLDER EXPECTATIONS	ENGAGEMENT CHANNELS
CUSTOMERS	Solutions that ensure responsible business practices and net zero emissions in their supply chains	Regular business dialogue, ESG criteria in their tender processes
EMPLOYEES	Meaningful work, fair treatment and wages, a sense of belonging, development opportunities, right to speak up	Daily interactions between managers and colleagues, engagement surveys, code of conduct, education
OWNERS/INVESTORS	Strategies and plans to mitigate risks and adverse impacts and become a role model in the industry	Board meetings, regular reporting and information sharing, shaping the strategy together
SUPPLIERS	Fair treatment, clear instructions on sustainability requirements	Regular business dialogue, agreements
AUTHORITIES	Compliance on national regulations, transparent reporting, cooperation upon requests	Monitoring of regulatory requirements
LOCAL COMMUNITIES	Accountability on sustainable operations, compliance with local regulations	Regular communication with municipalities



# PROGRESS ON ENVIRONMENTAL SUSTAINABILITY



## PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

Reducing our impact on the planet has always been, and remains, a central focus for TITAN. All employees share responsibility in creating a more sustainable and better world.

In 2021, TITAN's management introduced an environmental policy that applies across the organization. This policy sets the framework for defining and achieving sustainability goals and is communicated to all employees. A revised policy will be published in Q1 2026.

TITAN also established specific environmental objectives (KPIs) to support the policy. The objectives are revisited every year and updated if necessary. In the sections below we will introduce our environmental progress on the objectives in Climate change, Pollution, Water and Resource use/circularity during 2025. Before outlining the environmental objectives, we first present our innovative product solutions, as they support several of these goals.



SUSTAINABLE PRODUCT DEVELOPMENT

# ArcticStore Horizon

## A COMBINATION OF SUSTAINABLE FEATURES

TITAN is dedicated to sustainable product development. We introduced the ArcticStore Tropical line in 2023, achieving significant energy savings through improved insulation. In 2025, we followed with the launch of the ArcticStore Horizon model.

After several years of research and testing, we achieved an important milestone in our sustainability journey. Horizon combines improved energy efficiency, use of renewable resources, reduced pollutants – and what also makes it stand out is the dramatic reduction in global warming potential (GWP), dropping from 2,140 to just 0.5 by using a modern cooling system with the most effective and eco-friendly refrigerant.

In addition to having a measurable impact in the ESG Topics of Climate Change, Use of Energy and Pollution, Horizon also offers cost-saving opportunities to the customers through reduced energy consumption.

**TITAN Containers launches ArcticStore Horizon** a portable cold room that reduces energy consumption with an average of 55% compared to traditional reefers.

**Key highlights**

- **Vacuum Insulation Panels (VIPs)** for maximum thermal efficiency
- **Tiltable, solar-ready roof** with up to **5.3 kW** of solar panels
- **Eco-friendly refrigerant (R1234yf)** and water-based paint
- **ISO-compatible 40ft HC containers**, maintaining temperatures from **-30°C to +30°C**

**Approximately 80% of a refrigerated container’s environmental impact is attributed to its power consumption.**

VIP insulation panels do not only have better insulation performance, but they consist of more environment friendly material (no CFC, HCFC or radiating material) and can be recycled.

Horizon continues to come with remote monitoring which enables traceability of energy consumption, and TITAN staff can advise customers on best practices to save energy.

In 2025 we launched 30 Horizons in Australia, the UK, and the Netherlands, and a batch of 100 containers are in production for 2026.

SUSTAINABLE PRODUCT DEVELOPMENT

# MORE NEW STORAGE SOLUTIONS TO COME IN 2026

## Arctic MegaStore & TITAN Tower

Arctic MegaStore is a double-height modular cold storage solution designed for customers who need high-volume capacity without a large ground footprint – more storage with less energy. Based on ArcticStore Horizon technology, it uses improved insulation, reducing both energy consumption and operational costs. Prototype developed in 2025, full commercial release in 2026.

TITAN Tower is a modular self-storage concept built by stacking containers vertically. Designed for both private customers and businesses, TITAN Tower makes it possible to deploy high-capacity self-storage facilities in urban and space-constrained environments without the need for purpose-built infrastructure.



PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

# ESRS E1 - CLIMATE CHANGE

At TITAN, we take climate action by reducing greenhouse gas emissions, promoting energy-efficient solutions for our customers and with key suppliers, and transitioning to renewable energy sources within TITAN’s operations. We started to monitor carbon emissions with the intention of future disclosures.

### OBJECTIVE 1: REDUCING REFRIGERANT EMISSIONS

A key issue for TITAN is to prevent greenhouse gases getting into the atmosphere from the use of refrigerated containers. Our goal is also to switch from high (>2400) to low (<700) GWP refrigerants, starting in 2025 and completing by 2040.

#### Progress in 2025:

##### A. Transition to low-GWP alternatives

Historically, TITAN started the transition to lower GWP alternatives in 2019 when we switched from R404A to R452A in all our new reefer machines, reducing GWP by 45% from 3922 to 2140 tCO2e.

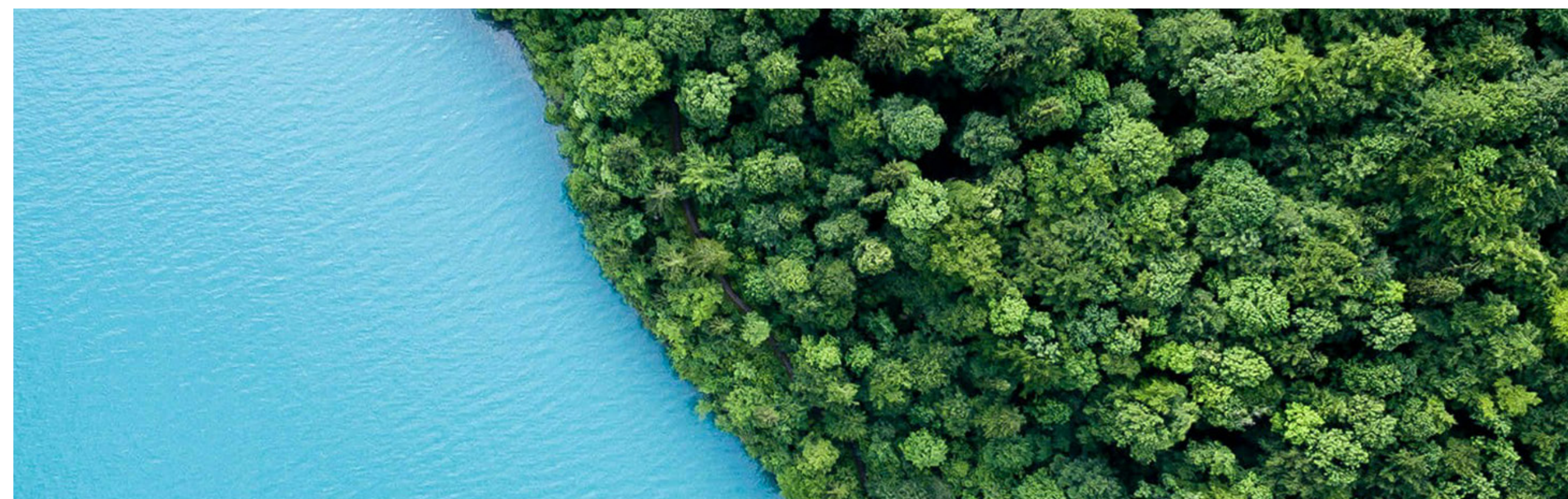
We are now moving to the next phase by introducing the ArcticStore Horizon cooling unit which uses R1234yf or R744 gas. With a GWP of just 0.5, it is a significant drop from 2,140 of the R452A. The current fleet with ultra-low GWP gas is still very small as it was launched late in 2025, but we expect a rise in the coming years, depending on customer demand.

The table shows the current composition of refrigerant gas in the reefer fleet, demonstrating the start of a shift from higher GWP gases to those with ultra-low values.

SHARE OF REFRIGERANTS		NUMBER OF MACHINES		% OF TOTAL	
F-GAS TYPE	GWP tCO2e	2024	2025	2024	2025
R1234YF	0.5	-	35	0.0%	0.3%
R744	1	1	17	0.0%	0.1%
R134A	1,430	981	988	9.9%	8.7%
R134A + R23	7,816	77	79	0.8%	0.7%
R404A	3,922	2,656	2,677	26.7%	23.6%
R452A	2,140	6,224	7,546	62.6%	66.5%
<b>GRAND TOTAL</b>	-	<b>9,939</b>	<b>11,342</b>	<b>100%</b>	<b>100%</b>

The next table shows that the average GWP value of TITAN’s reefer fleet decreased by 2.4% in 2025.

	2024	2025	CHANGE
AVERAGE GWP VALUE tCO2e	2,590	2,528	-2.4%



PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

**B. Installed refrigerant stock**

The installed refrigerant stock refers to the total amount of refrigerant currently contained in all equipment owned or operated.

As the fleet grew, and most of the new reefers still have R452A, the total installed refrigerant content of our fleet is higher than before. However, there is a decrease in the average tCO2e per container.

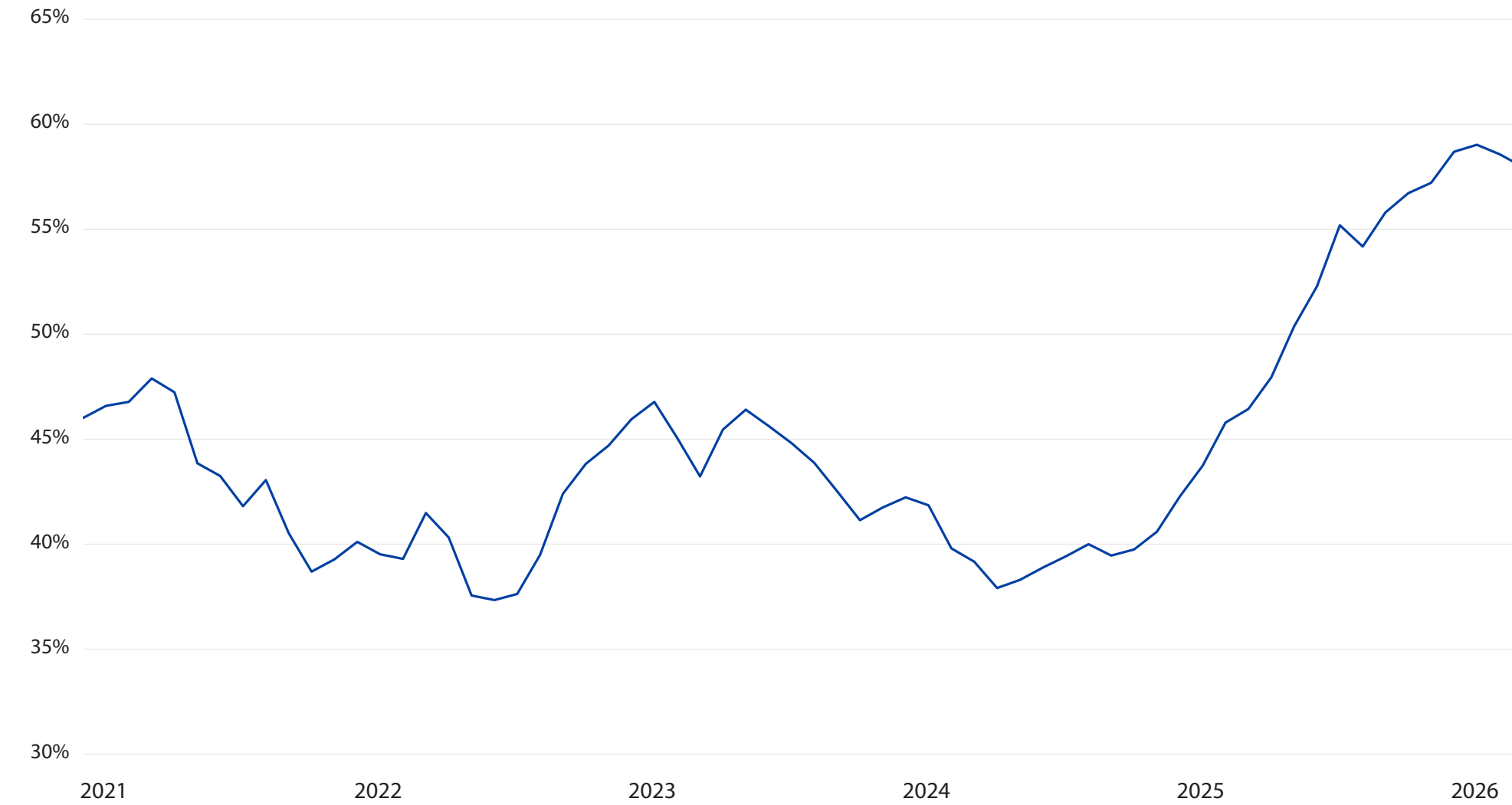
INSTALLED REFRIGERANT STOCK	2024	2025	CHANGE
REEFER MACHINE NUMBER	9,939	11,342	14.1%
TOTAL INSTALLED GAS IN KG	40,651	46,281	13.8%
TOTAL INSTALLED GAS IN tCO2e	105,570	117,368	11.2%
tCO2e /CONTAINER	10.6	10.3	-2.6%

The installed refrigerant stock indicates the theoretical maximum emissions in the event of leaks. In practice, however, actual leakage is very low, as shown in the next paragraph.

**C. Actions taken to prevent refrigerant leakage**

TITAN follows the EU F-gas Directive and conducts annual leak checks to prevent refrigerant leakage. Additionally, we ensure that refrigeration systems are maintained each time when units transit through TITAN depots, minimizing the uncontrolled loss of refrigerants. We are fully compliant with regulations regarding the disposal and destruction of contaminated refrigerants. Leak checks are documented, and refrigerant stock is monitored in our new digitalised tool that was implemented in 2025 to help the work of reefer technicians.

A new Power BI report was developed in 2025 displaying historical and real-time status on F-gas inspections. Thanks to stronger attention to this topic, we achieved a significant improvement in 2025.



Leakage occurs mostly in the downstream customer use phase, and less frequently in our depots. Older equipment is more likely to leak due to wear and tear, but actual leakage figures are still very low.

Data from 2025 are presented below:

F-GAS LEAKAGE IN 2025	IN KG		IN tCO2e	
	LEAKAGE	TOTAL STOCK	LEAKAGE	TOTAL STOCK
<b>R134A</b>	27.30	4,644	39.04	6,640
<b>R404A</b>	21.78	10,708	85.42	41,997
<b>R452A</b>	3.40	30,184	7.28	64,594
<b>TOTAL</b>	<b>52.48</b>	<b>45,536</b>	<b>131.74</b>	<b>113,231</b>

The data prove that TITAN manages to keep greenhouse gas emissions very low, as leakage is only 0.12% of the total stock level.

PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

**OBJECTIVE 2: REDUCTION OF CO2 EMISSIONS FROM TITAN VEHICLES AND CONTAINER HANDLERS**

Our objective is to continue to transition to electric vehicles in our transportation fleet and optimise delivery routes to reduce carbon emissions. It is our goal to reduce our consumption of fossil fuels for depot handling and road transport and to be 100% CO2 neutral by 2035 – technology and infrastructure permitting.

**Progress in 2025:**

**Monitoring fuel consumption**

We maintain a global consumption report that tracks the usage of fuel, diesel, for each vehicle. Our vehicle registration system monitors the mileage driven in kilometres throughout the year.

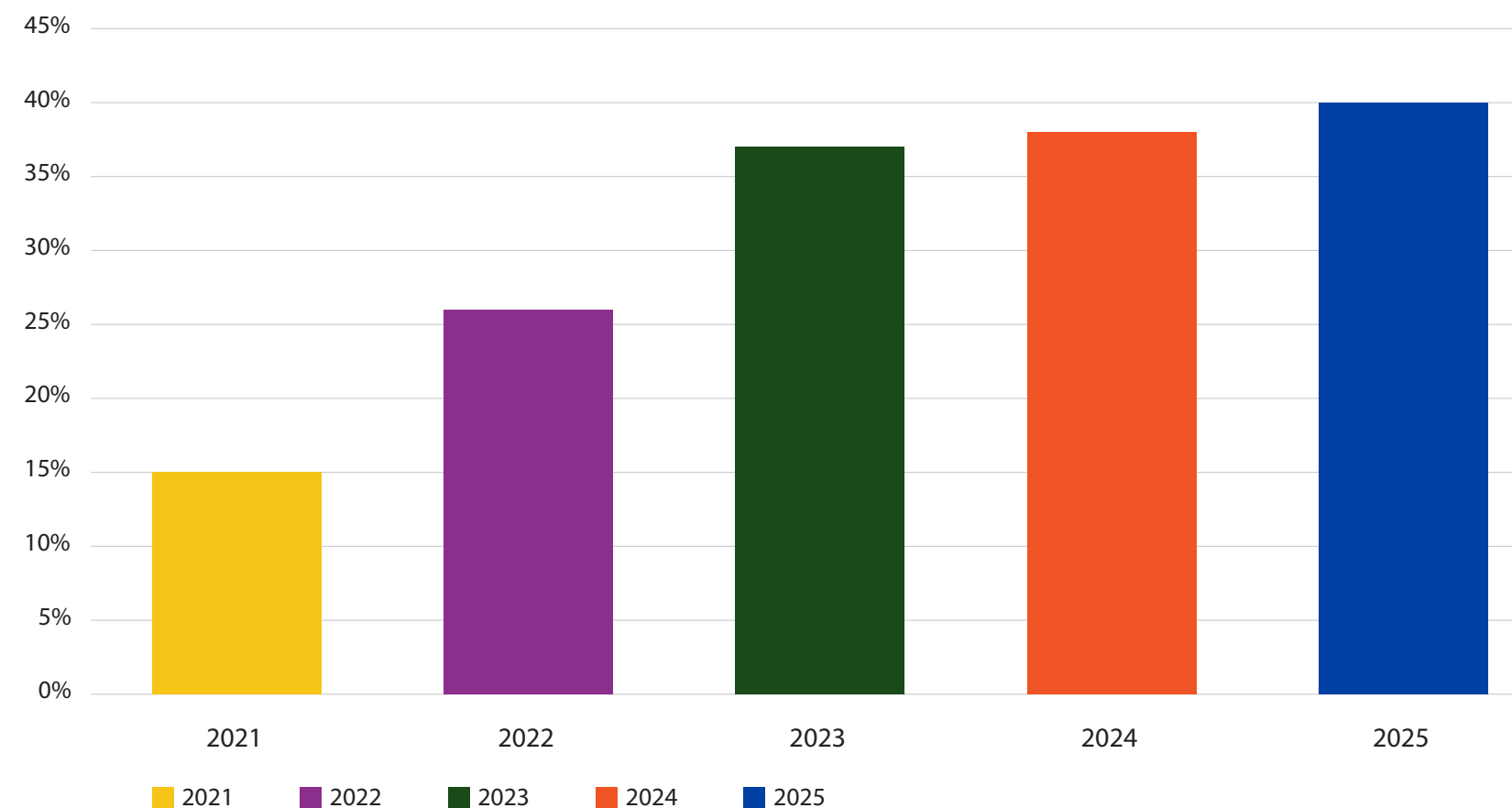
Data show that fossil fuel consumption decreased in our fleet from 2024 to 2025, and electricity consumption increased due to the shift to electric vehicles.

CONSUMPTION	2024	2025	CHANGE
DIESEL (L)	718,436	640,861	-10.8%
OTHER FOSSIL FUEL (L)	22,211	22,352	0.6%
ELECTRICITY - VEHICLES (KWH)	127,388	141,403	11.0%

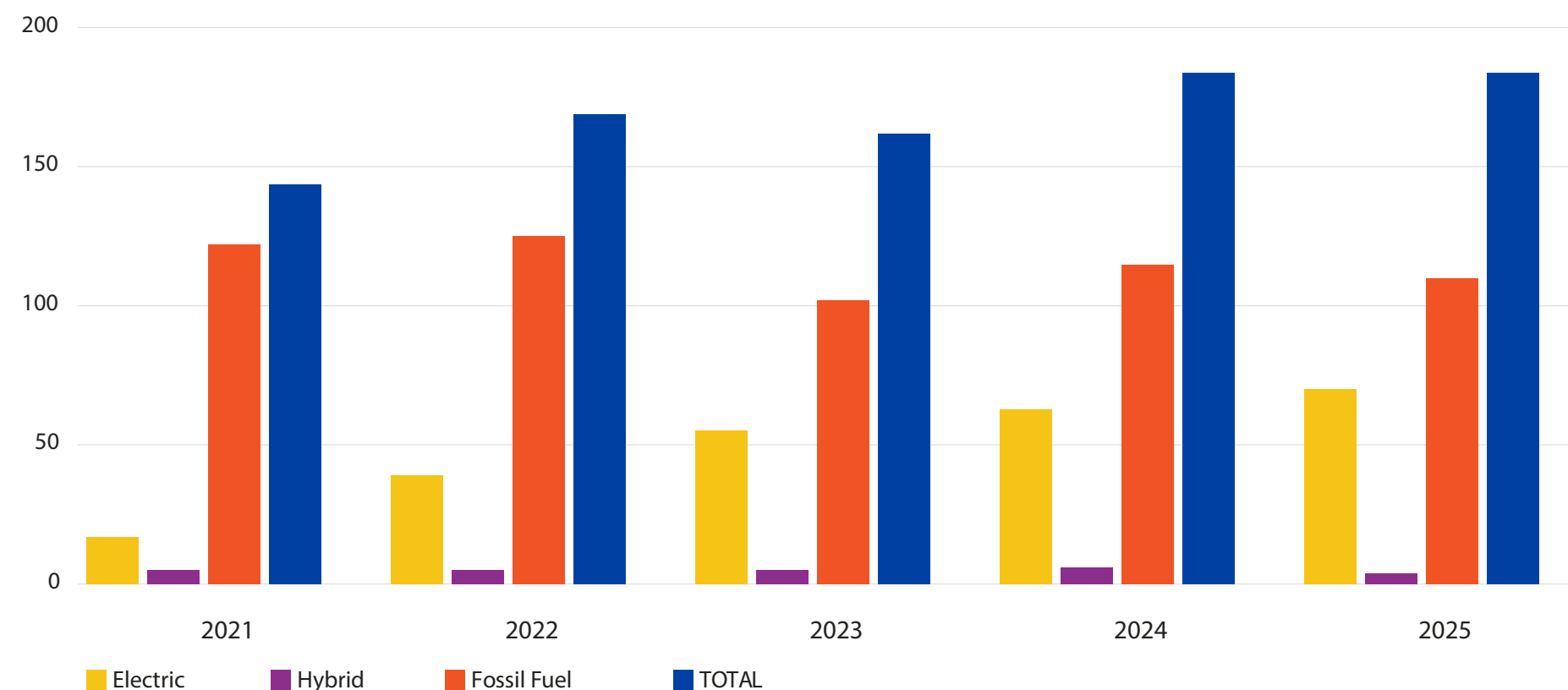
**Fleet electrification**

Regarding transition to electric vehicles, we saw a gradual increase in the share of electric and hybrid vehicles in our fleet, rising from 38% to 40% by the end of 2025. While this may not represent the same rapid progress as in previous years, it reflects a steady and strategic approach to integrating more eco-friendly transportation options into our operations.

Share of EV and hybrid vehicles in total fleet



Change in vehicle numbers



**PROGRESS ON ENVIRONMENTAL SUSTAINABILITY**

**Reducing transport distances**

We aim to have a wider network of locations to help reduce the distance that containers travel when being transported. Being one of our strategic spotlights in 2025, we added more ‘circles’ in Australia, Denmark and New Zealand, further minimizing transportation distances. This approach not only brings financial benefits to our customers but also results in carbon footprint reductions.

**Monitoring driving habits**

We monitor driving habits, mileage, and fuel usage in the UK, Denmark and Ireland with the help of the Volvo app, covering all Volvo trucks and drivers. In 2026, we plan to include the Netherlands and Australia, in parallel, start to analyse the collected statistics to assess the impact in the existing countries.

Additionally, a pilot program for environmental awareness training for drivers will be rolled out in 2026, and a toolbox talk on eco-friendly driving is published on the intranet for all employees in Q1 2026.

**OBJECTIVE 3: REDUCTION OF OUR USE OF NATURAL RESOURCES FROM ENERGY:**

We continuously work to reduce resource consumption from our products and operations with focus on energy and other resources:

- A. in our own operations and
- B. in the customer use phase.

**Progress in 2025:**

**A. Energy savings on our sites:**

Regarding our own operations, the global consumption report captures the usage of electricity and other resources at each location. In 2025, we completed a review to validate the accuracy and completeness of this data.

The table below shows the changes in electricity and heating from 2024 to 2025, showing a slight increase in both figures. The increase can be explained by the fact that we had 2 more sites in 2025 than in 2024

CONSUMPTION	2024	2025	CHANGE
ELECTRICITY - SITES (KWH)	1,507,168	1,553,419	3.1%
HEATING (M³)	45,144	46,529	3.1%

**B. Energy savings in ArcticStores:**

Starting from August 2024, we began collecting detailed energy consumption data for our ArcticStores rented and used by customers. This effort aims to help customers gain insights into energy efficiency and enables TITAN staff to provide guidance on optimal utilization practices.

The average energy consumption of our reefer containers decreased by 5.2% from 2024 to 2025 which translates to a lower average consumption for our customers. For TITAN, the total downstream Scope 3 energy consumption is higher by 7.2% due to the increase in the container fleet.

ARCTICSTORES ENERGY CONSUMPTION	CONSUMPTION KW/MACHINE	TOTAL NUMBER OF UTILISED UNITS	TOTAL CONSUMPTION MWH
2024	1.86	7,647	126,114
2025	1.76	8,600	135,214
Change	-5.2%	12.5%	7.2%

## PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

It is worth mentioning that TITAN joined an interesting venture which could further help with energy-efficiencies: the “Move to Minus 15°C” initiative is an industry-wide cooperation which puts forward the idea that frozen goods in storage or transit don’t need to be kept at minus 18°C, as has been the norm for almost a century.

There is growing scientific evidence that raising food storage from -18°C to -15°C has no significant detriment to safety, texture, taste or nutrition values, based on tests in several frozen product categories. It is estimated that every 1 °C colder typically adds 2–3% energy, so moving from –18 °C to –15 °C can save about 10% in energy consumption.

In 2023 the movement gathered momentum from the support of businesses worldwide who are committed to a sustainable cold chain – TITAN Containers included.

While the program is still in its early stages, we remain committed to supporting our customers by providing energy data reporting and educating them on best practices. We are also looking for partners who can participate in the trial of the concept.



PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

**OBJECTIVE 4: SOLAR ENERGY TRANSITION**

It is TITAN's goal to offer customers new sustainable solar energy solutions to contribute to less electricity consumption for refrigerated ArcticStore containers. We also have solar panels on top of some of our permanent facilities.

**Progress in 2025:**

**A. Solar panels on ArcticStores:**

In 2025, TITAN introduced solar panels that are available with the new ArcticStore Horizon model, and they can be equipped to existing or newly purchased standard ArcticStores, as well. Thanks to the tiltable roof on Horizons, solar panels can be directed to catch the maximum amount of sunlight. New double laminated panels further increase efficiency. Surplus energy is fed back into the grid, and where grid feed-in is restricted, an anti-backflow meter can be installed. If solar generation is insufficient, the system automatically draws power from the grid.

The average savings in the tilted position were about 35%. When tilted 45°, it provides an average of 10-11% improved capacity.

The performance of solar energy is influenced by factors such as number of sunlight hours, location, panel angle, panel capacity, frequency of door openings and other variables.

**B. Solar panels and renewable energy sources on TITAN sites:**

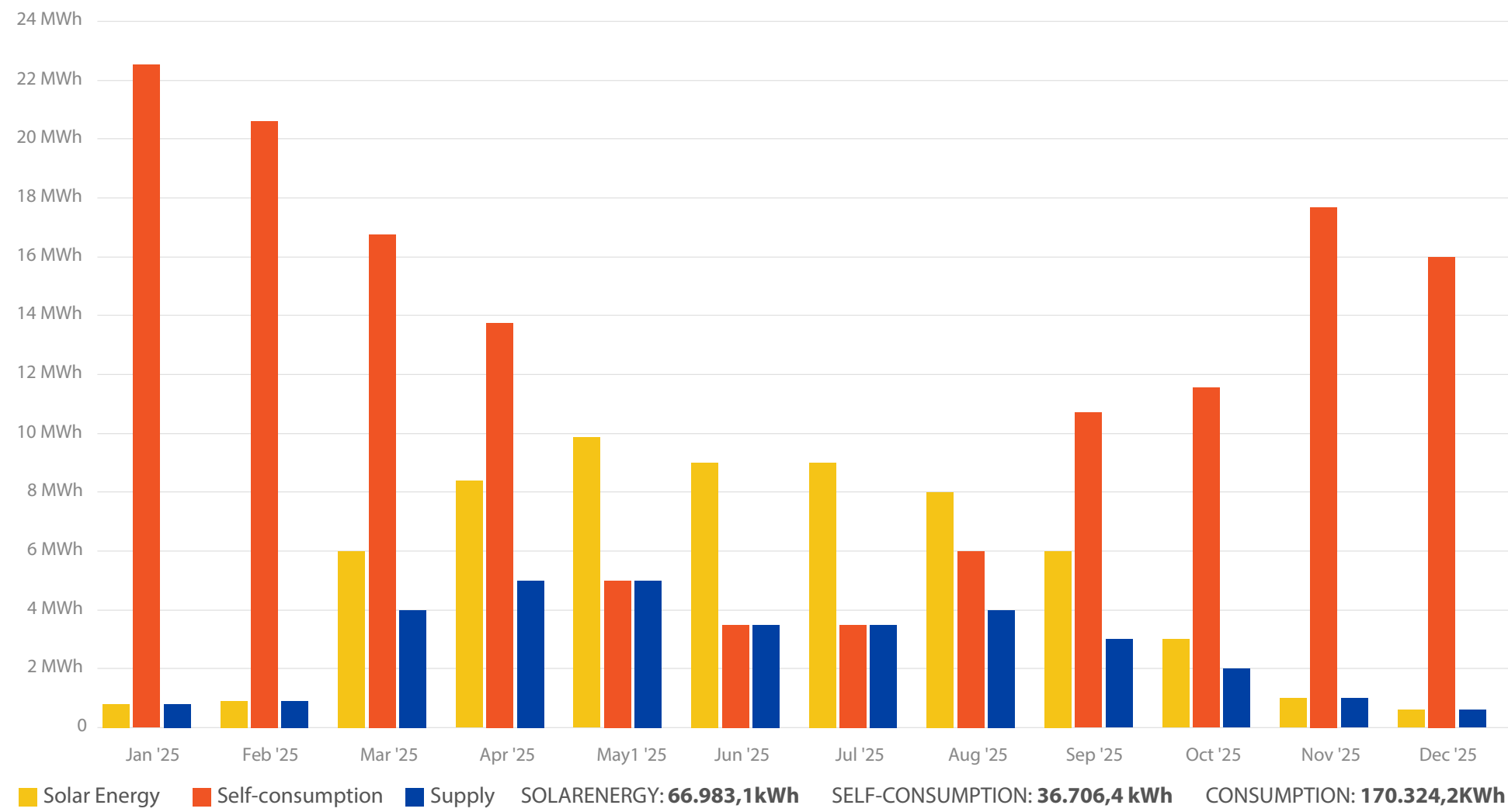
We are monitoring solar energy consumption and production on the existing sites equipped to ensure optimal performance.

The table summarizes renewable energy figures on the sites which use solar panels.

RENEWABLES AT TITAN SITES - 2025		Szada/HU 2024	Szada/HU 2025	Kolding/DK 2024	Kolding/DK 2025	Macaé/BR 2024	Macaé/BR 2025
FACILITY	Size	5,000 m <sup>2</sup>		17,000 m <sup>2</sup>		4,178 m <sup>2</sup>	
	Activities	Self-storage, office		Depot, self-storage, office		Depot, office	
	Fleet	cars, vans		Trucks, vans, handlers, cars		Trucks, vans, handlers, cars	
	Energy Consumption	12,771 kWh	37,094 kWh	114,823 kWh	170,324 kWh	44,843 kWh	54,629 kWh
RENEWABLE	Type	Solar panels		Solar panels		Solar panels	
	Capacity	20 kWh	40 kWh	85 kWh + added 10 kW battery		66.68 kWh	66.68 kWh
	Production	16,660 kWh	33,947 kWh	66,558 kWh	66,983 kWh	34,800 kWh	37,100 kWh
	Self-consumption	—	11,611 kWh	—	36,706 kWh	—	21,949 kWh
	Sold to grid	—	22,689 kWh	—	30,277 kWh	—	15,151 kWh
	Purchased from grid	—	25,483 kWh	—	133,554 kWh	—	32,680 kWh

PRODUCTION/CONSUMPTION	100%	92%	58%	39%	78%	68%
RENEWABLE SHARE OF CONSUMPTION	—	31%	—	22%	—	40%

PROGRESS ON ENVIRONMENTAL SUSTAINABILITY



**Kolding, Denmark:**

Kolding self-storage and depot site is the largest TITAN facility supplied by solar panel, opened in June 2023. The total area is 17.000m2. We have replaced the old roof and installed an 85kWh solar system on the top. We have added a 10kWh battery to supply CCTV, lights and gate. Our fleet of electric vehicles is charged on the site, powered by solar energy.

Above is the chart extracted from the Solar Manager, providing a monthly breakdown of renewable energy data for 2025 in Kolding.

**Szada, Hungary:**

Szada was our first site where solar panels were installed: 57 solar panels of 345 W each were put on top of the first-floor self-storage containers to power the self-storage in October 2022. The second phase of installation was connected to the power grid in October 2025, bringing total capacity up to 40kW. The energy consumption includes lights, gates and CCTVs all over the site. The additional capacity will allow us to meet the energy needs of the electric car-charger and the Hungarian office.



**Macaé, Brazil:**

In 2022, our Brazilian depot was converted to 100% solar-powered energy. It was fully self-sufficient in 2023. However, in 2024 and 2025, our energy needs increased largely driven by the establishment of our own reefer engineering team, and the increase in our repair services. We are now discussing about a potential new location in the depot where additional solar panels could be fitted.

**Coming up for climate change mitigation:**

In Q3 2025, we began working with a carbon accounting company to establish our carbon footprint across Scope 1, 2, and 3 levels. This partnership will allow us to identify energy inefficiencies and resource waste, supporting cost savings and operational efficiency. It will further enable accurate measuring and tracking of carbon emissions, and setting of future reduction targets.

PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

## ESRS E2 – POLLUTION

At TITAN, our aim is to minimize pollution by preventing pollution of air, water, and soil in our own depots and self-storage facilities through proactive monitoring and controls, and collaborating with partners to address value chain pollution.

### OBJECTIVE: REDUCING THE USE OF CHEMICALS

Chemical registers and safety data sheets are readily available, and the storage of chemicals is strictly monitored, at a minimum during internal audits. We have analysed chemical registers and are confident to state that we use very small amounts of substances of concern.

Based on these registers, we are now able to review and research all chemicals used in our operations. Where possible, we aim to eliminate harmful chemicals, and if elimination is not feasible, we are committed to substituting them with safer, less harmful alternatives.

While we have been advising depot managers on chemical awareness during internal audits, formal training has yet to be implemented.

With regards to pollution on soil and water, TITAN sites where container washing is undertaken are mostly equipped with sludge and oil filters and have liquid tight surfaces which are regularly inspected. When this is not the case, then we have introduced specific tank solutions to capture wastewater and dispose of it in a safe and controlled way.

In the previous years, we have worked with our manufacturing supplier to replace the solvent-based paints used in the production of dry containers with water-based alternatives. This change has also been implemented in our depots for repairs and refurbishments. The majority of our depots now exclusively use water-based paints for repairs and refurbishment. The exception is in Brazil, where solvent based paint is used for DNV offshore containers that need highly durable coating due to harsh operating conditions.

TITAN's new product line, ArcticStore Horizon has solvent-based primer but water-borne middle paint and coating.

Our current plan for 2026 is to work on substitution of chemicals to less harmful ones, involving the procurement team.



PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

# ESRS E3 – WATER AND MARINE RESOURCES

Due to the limited use of water - primarily for container washing in the depots – ‘Water and marine resources’ were not identified as a significant environmental category in our double materiality assessment. Regardless, we maintain strong control over water consumption, withdrawal and discharge, with added attention on operational sites in high water-stress areas.

Water consumption is recorded in the global consumption report, we are still working on data accuracy and completeness.

CONSUMPTION	2024	2025	CHANGE
WATER (M3)	7,862	8,387	6.7%

We also explore opportunities to implement existing best practices across all sites. These practices include utilizing rainwater for washing, using cold water instead of hot water, and re-capturing used water for further use, among others. Our role models are TITAN depots in Australia, UK and Brazil.

## PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

**ESRS E4 – BIODIVERSITY & ECOSYSTEMS**

Biodiversity is typically a critical issue for industries with direct interactions with ecosystems. Our double materiality assessment has concluded that TITAN does not have a significant impact on biodiversity. Additionally, we have identified no material financial risks or opportunities related to biodiversity. As such, it is not a key focus area for our sustainability strategy, however, we will continue to monitor and may re-assess our position during the annual DMA updates.



## PROGRESS ON ENVIRONMENTAL SUSTAINABILITY

## ESRS E5 – RESOURCE USE & CIRCULAR ECONOMY

We promote circularity by maximizing the lifespan and recyclability of TITAN's storage solutions. We make efforts at minimizing waste generation and prioritizing reuse, recycling, and recovery of waste within TITAN's operations.

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As stated before, our business model promotes circular economy: the majority of the containers are used for stationary storage rather than shipping, so they are less exposed to handling and movements, which leads to a greatly extended lifespan.

Looking ahead, one of our long-term aspirations is to explore the possibility of using secondary resources, such as scrap metal, instead of virgin steel and aluminium. While these materials are not yet widely available in the market, we are committed to discussing this objective with our manufacturers and working together to facilitate a gradual transition for a more sustainable sourcing.

**OBJECTIVE 1: LOCAL RE-USE AND RECYCLING MUST BE OPTIMIZED**

Responsible recycling culture and facilities at all TITAN sites must be implemented and/or improved. As a minimum these are to be in accordance with local requirements. All TITAN employees must contribute to the efficient recycling of materials and to intelligent waste sorting through focusing on the re-use of materials and by reducing the amount of waste for disposal.

**PROGRESS IN 2025:**

Waste segregation practices were thoroughly reviewed during our internal audits in each site. We are satisfied with the current level of segregation implemented at our facilities. In 2025 we began to record waste invoices in our reporting system, tracking the amount of waste in various waste categories. A waste conversion chart was also developed to convert the amounts to kg, and we established the total weight amount for the company, partially based on actuals, partially on estimates, to be used for the carbon emission calculation.

In 2025, we also completed a waste collection pilot program with a UK-based company, aimed at providing waste collection services along with other solutions, for all our sites in the UK and Ireland. Our new partner has a robust system in place to track and monitor waste by type. This initiative is expected to improve our waste management processes and strengthen data accuracy for reporting. Other countries may join in the future.

**PROGRESS ON ENVIRONMENTAL SUSTAINABILITY**

**OBJECTIVE 2: REDUCTION OF OUR USE OF NATURAL RESOURCES BY EXTENDING PRODUCT LIFETIME:**

It is our goal that ISO containers are TITAN operational >20 years and, self-storage containers 35 - 50 years. It is TITAN’s goal to sell as a usable container all containers considered redundant.

The two primary focus areas for TITAN are:

- A. Our refurbishment program, which revitalises old and outdated containers, and
- B. our annual maintenance program, designed to ensure that refrigerated cold stores remain in optimal condition throughout the years.

**PROGRESS IN 2025:**

**A. Refurbishment program:**

We have an ongoing refurbishment program aimed at extending the lifetime of our containers. This initiative not only helps reduce the need for new materials but also contributes to conserving natural resources, as the refurbished containers are brought to near-new condition.

The program started successfully with 58 containers being refurbished in 2024: in our Bristol depot we took refrigerated units more than 15 years old that had aged, obsolete equipment and refurbished them with modern energy-efficient ThermoKing motors. They were also repainted and rebranded using the latest TITAN graphics, then put back into service.

Due to economic considerations the program significantly slowed down in 2025 and focused more on refurbishment and conversion to insulated and self-storage containers.

**B. Annual maintenance of refrigerated containers:**

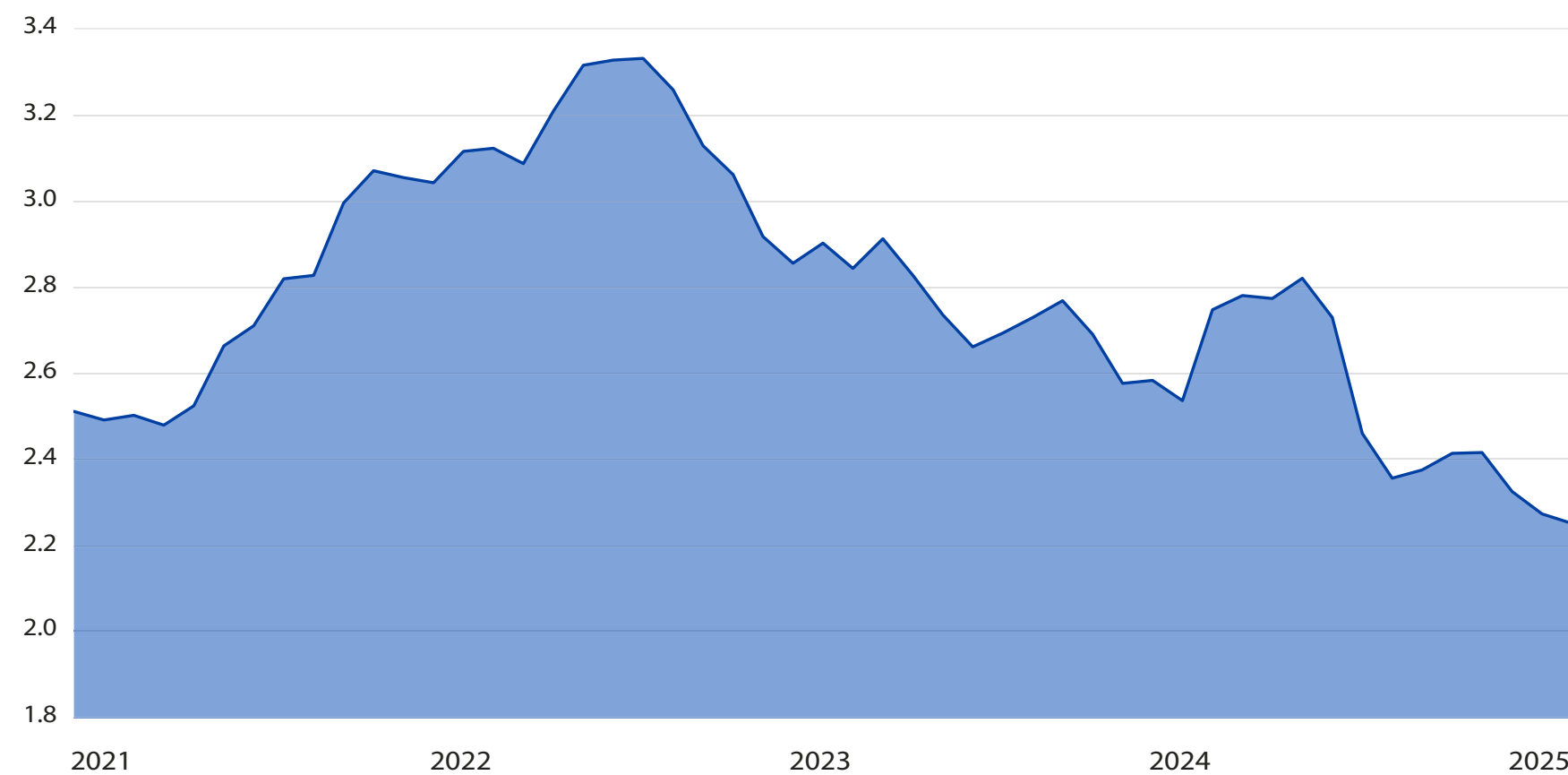
Several years ago, TITAN introduced an annual maintenance program for ArcticStores to extend the lifespan of the containers. Our reefer engineers and suppliers are trained to perform maintenance based on a detailed checklist, ensuring that all containers are thoroughly assessed.

This coordinated program offers several advantages:

- Customers benefit from a reduced risk of breakdowns and consistent product quality. For instance, a reefer machine with a blocked filter can consume up to 50% more energy than usual, so regular maintenance helps improve energy efficiency and lower operating costs. Ultimately, this leads to higher customer satisfaction.
- TITAN benefits from an extended lifespan for both the containers and reefer units, while also reducing repair costs by preventing potential errors.

The completion and progress of the program is tracked monthly; results are also evaluated during the internal audits and at the annual ISO management review. We are ready to provide evidence of the maintenance checks to our customers, in case they require proof of the works.

The chart shows a steady decline in the number of units overdue for yearly maintenance since 2022. By the end of 2025, our performance improved significantly, raising completion status from 69% in 2024 to 83%. Ideally, the global results should be 100%, however there are many factors involved such as size of country, number of containers and availability of internal / external reefer engineers.





## PROGRESS ON SOCIAL RESPONSIBILITY

Our report on social responsibility continues to be structured around the key ESG categories, which include: our own workforce, workers in the value chain, affected local communities, and consumers and end-users.

PROGRESS ON SOCIAL RESPONSIBILITY

## ESRS S1 - OUR OWN WORKFORCE

TITAN seeks to provide a safe and inspiring environment for our people to grow, develop and thrive as a diverse and global team. We are proud of our loyal and dedicated workforce who have been with us for many years, as well as the new talents recently recruited to contribute fresh perspectives and expertise to our growing organization. We would like to share the TITAN spirit built on trust, family values, customer excellence and entrepreneurship.

### HEADCOUNT AND GENDER BALANCE

In 2025, our employee headcount at the end of the year consisted of 102 females and 172 males, a total of 274 employees. The total headcount grew by 4.6% from the previous year.

Most of the new hires were females and the number of female employees has been on the rise in recent years. The industry segment where TITAN operates still has a predominantly male nature.

TITAN HEADCOUNT					
END OF YEAR	# OF EMPLOYEES	2023	2024	2025	CHANGE
	Male	154	171	172	0.6%
	Female	81	91	102	12.1%
	Total	235	262	274	4.6%
	Rate of females	34.5%	34.7%	37.2%	2.5%

Our employee turnover has increased to 18.2%, voluntary turnover was lower at 8.4% in 2025.

	2024	2025	CHANGE
EMPLOYEE TURNOVER	17.10%	18.20%	1.1%
VOLUNTARY TURNOVER	12.10%	8.40%	-3.7%

Our global HR team is in the process of implementing a new HR information system which will enable us to access more granular data on various aspects of our workforce.

### DIVERSITY, EQUITY AND INCLUSION

TITAN endorses the principles of the United Nations' Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and is strongly committed to respect human rights and to provide a fair, safe and healthy working environment. We do not tolerate or support practices which in any way contravene these standards.

Regulatory demands upon TITAN vary considerably around the world, so we continuously aim at establishing core principles to ensure full compliance by all our subsidiaries with specific local regulations. In this regard, TITAN complies with laws and regulations applicable to all the places where we conduct our business, including those relating to the hiring and retention of our employees, work hours, minimum wages and leave entitlements.

In TITAN all conditions of employment and employment practices, such as compensation, access to training, promotion, rewards, termination, or retirement, are based exclusively on an individual's ability to do the job. No form of discrimination is tolerated. The group generally stresses the importance of equal opportunities for all, regardless of gender, ethnicity, religion, or disability.

While performing our business, we act fairly towards our employees and require them to act fairly in their dealings with fellow employees, customers, suppliers and other business partners and we encourage all of them to take action if they have any concerns about unethical, illegal or improper or suspicious behaviour. We place a high priority on conducting our business in accordance with the highest standards of business ethics.

PROGRESS ON SOCIAL RESPONSIBILITY

**DIVERSITY, EQUITY & INCLUSION (CONTINUED)**

All our employees have written employment agreements, and we respect their right to form and join trade unions of their own selection, to bargain collectively and to engage in peaceful assembly, as well as to refrain from such activities.

TITAN's [Employee Code of Conduct](#) is available online, setting out our business and ethical requirements, including respecting human rights and core labour principles. Our Code of Conduct also reinforces our zero-tolerance policy to any sort of modern slavery and human trafficking. The Code was last updated and approved by the Board in 2020.

Through our UK business we publish a mandatory [report on the risk of modern slavery](#) to occur in our group and value chain. The latest report was approved by the Board in October 2024 and it is available at this link.

Our employees are encouraged to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment. As we believe

some employees might be reluctant to go ahead and report irregularities or suspicions of irregularities or wrongdoings, we have created [TITAN Whistleblower Portal](#) which aims to increase their ability to speak out about illegal, irregular or objectionable facts, or the suspicion of such facts, and to keep their privacy protected by remaining confidential if they so wish. The whistleblower scheme was created in cooperation with an external auditor company. All reports are sent directly to our General Counsel.

There have been two instances in 2025, and these have been duly addressed and resolved in accordance with our internal procedures. The matter was thoroughly investigated, and the appropriate actions were taken to resolve it. We remain committed to maintaining a transparent and accountable environment, and we continue to encourage the use of the Whistleblower portal for any concerns.

Regarding employment of young people, we ensure proper management of student workers through maintenance of student records, due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations.



PROGRESS ON SOCIAL RESPONSIBILITY

**EMPLOYEE ENGAGEMENT**

**Internal communication**

In 2024 we have implemented TITAN Intranet which greatly improved communication within the organization. Using Intranet, our employees can easily access company announcements, updates and news in one central location, can quickly find important documents, policies and other resources. Our top management shares strategies and posts regular updates on the progress of strategic priorities. Newsletters are also communicated through the Intranet to keep employees informed about important developments and changes, and making sure the information will reach our workforce across all geographic locations.

**Employee Satisfaction Survey**

We completed our first Employee Satisfaction Survey in 2024, with 80% of our employees participating. In September 2025, a second global employee satisfaction survey was completed to assess engagement and workplace culture, with a 84% participation rate. Survey results were first reviewed and communicated to the responsible managers, including country-specific data where available. An all-staff meeting was then held to present high-level results and reinforce transparency. Managers reviewed the outcomes with their teams and developed action plans to address identified improvement areas.

The results are very similar to the previous year and reflect a generally positive perspective. The areas scored indicate that the employees feel involved in the decision-making processes, confident in teamwork and cooperation, and have a clear understanding of their responsibilities and objectives. They recognize ongoing improvement efforts and confirm supportive, goal-oriented leadership.

Some areas received slightly lower scores, which means there is room for improvements regarding work-life balance, and development opportunities, including trainings and career advancements.

EMPLOYEE SATISFACTION SURVEY			
	2024	2025	CHANGE
RESPONSE RATE:	80%	84%	4%
DEVELOPMENT	73	73	0
INFLUENCE	78	74	-4
WORK-LIFE BALANCE	73	73	0
COLLABORATION	78	81	3
ROLE CLARITY	80	80	0
CONTINUOUS IMPROVEMENT	78	77	-1
GOAL ORIENTATED LEADERSHIP	75	76	1
SUPPORTIVE LEADERSHIP	75	76	1

**Employee trainings and development**

Based on employee feedback from previous years, our IT team has created a knowledge base regarding the operation of the IT systems in 2024, and since then provided regular updates, news and insights through the Intranet platform.

Our HR team has worked throughout 2024 to create a comprehensive global training program, called TITAN Training Academy, that was launched in April 2025.

They commenced the delivery of toolbox talks across the global business, covering topics such as Health and Safety at Work, Preventing Bullying and Harassment, and Business and Office Ethics. All materials were made available via the intranet and are also stored on the new ISO platform for easy access by all employees, ensuring consistency and transparency.

In addition, short-format compliance training continued, including modules on Global Anti-Corruption Policy, Cybersecurity Essentials, GDPR Essentials, Health and Safety (The Workplace) UK, Health and Safety (Working from Home) UK, Fire Safety, COSHH, Manual Handling, and Display Screen Equipment (DSE). All training was recorded in a central tracker linked to a global calendar, and refresher sessions are planned as required.

## PROGRESS ON SOCIAL RESPONSIBILITY

Local, role-specific training was also delivered on an as-needed basis, including first aid, fire marshal, and forklift truck (FLT) training, ensuring employees have the knowledge and skills necessary to perform their roles safely and compliantly. This structured training approach supports continuous competence development, risk reduction, and evaluation of effectiveness.



## HEALTH AND SAFETY

Top management set Health and Safety as a strategic priority for 2024. A global Health and Safety policy was established, and we started to roll out an introductory H&S campaign. Global documentary requirements were worked out for risk assessments, safe systems of work and various procedures.

2025 was the year of implementation in the organisation: local champions were appointed to lead the H&S efforts in the countries, trainings and toolbox talks were published on the intranet and were held locally to the teams at frequent intervals. Manta, our new digital platform stores all the related documentation from the end of 2025.

Internal audits have a strong focus on the H&S aspects to ensure compliance.

We were closely monitoring incidents in the countries. From the start of 2026, all incidents are registered in the new digital incident reporting platform. It now provides a consistent method for recording, monitoring and measuring incidents.

In 2025 we had 25 incidents globally, the majority of which were related to material damage.

Our focus going forward is to reduce transport-related risks, strengthen preventive actions and use incident data for continuous improvement.

## PROGRESS ON SOCIAL RESPONSIBILITY

## ESRS S2 – WORKERS IN THE VALUE CHAIN

TITAN is committed to ensuring fair and ethical labour practices across all stages of our operations, including those within our extended supply chain. We recognize the vital role these workers play in the success of our business and aim at upholding their rights while promoting safe and equitable working conditions.

In our DMA, we have identified Workers in the Value Chain as a material topic due to the potential workplace hazards linked to container manufacturing. While general industry research indicates the presence of human rights violations in some Chinese factories, our investigation found no specific evidence of such issues with our primary partner in China. On the contrary, our Chinese supplier is a signatory to the UN Global Compact, demonstrating a strong commitment to sustainability. They also publish extensive ESG Reports annually, providing transparency on key ESG topics. Furthermore, sustainability considerations were given significant priority during the planning and construction of the new container factory, scheduled to open in 2026.

A major concern is working conditions, including health and safety at suppliers, which is a relevant issue in manufacturing facilities globally. We trust that the opening of the new container factory will result in substantial improvements in this aspect, as well.

TITAN's Supplier Code of Conduct expressly reflects our commitment to core labour principles and human rights. We are now initiating efforts to deepen our understanding of this critical area, focusing on collaboration with suppliers to identify and address potential gaps in compliance with labour laws and ethical standards.



PROGRESS ON SOCIAL RESPONSIBILITY

## ESRS S3 – AFFECTED COMMUNITIES

# GIVING BACK: FROM LOCAL ACTS OF KINDNESS TO A GLOBAL MISSION

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At TITAN Containers, we believe in the power of community to drive positive change and improve lives. Our global standards and company culture are built on the opportunity to make a tangible difference; this commitment to society is not only our responsibility but also the foundation for TITAN's ongoing development.

In 2024, we formalized this mission by creating TITAN Impact, our strategic framework for giving back. Guided by our Charity and Donations policy, we have evolved from grassroots sponsorships to impactful funding for larger organizations. We strive to create a world that promotes compassion and innovation, ensuring our contributions are transparent, value-aligned, and focused on making a meaningful difference.

When selecting organizations to support, the TITAN Impact team prioritizes projects that foster solidarity and address multiple facets of our five key focus areas:

- Community Development: Strengthening local bonds and collective action.
- Healthcare: Supporting healthcare initiatives and individual well-being.
- Education: Empowering future generations through life-changing projects.
- Environment and disaster relief: Advancing sustainability and environmental protection.
- Sports: Promoting health and unity through athletic engagement.

Perhaps our most headline-worthy donation so far was a 40ft high-cube container to Danish space architecture company SAGA Studio so they could create a lunar training facility. The futuristic habitat they built was featured in the Wall Street Journal in autumn 2025.

In 2025, TITAN Impact broadened its initiatives, combining logistics support with strategic sponsorships for positive change. Key projects included donating storage to a children's home in Hungary, supporting pony therapy at a rural community in the UK, and providing infrastructure for Prodigal Bikes UK to assist African communities.

Humanitarian aid efforts involved partnerships with the Danish Red Cross and Danish Hospital Clowns. We supported a hospice and a cystic fibrosis home in the UK. We also sponsored an extraordinary expedition to Mera Peak in the Himalayas.

Complementing these projects, TITAN maintains a sponsorship program focused on child welfare supporting Save the Children in Denmark. The company also provides financial support to numerous sports teams and clubs across Denmark, the UK and Australia.

More information is available on our website about [TITAN Impact](#).

PROGRESS ON SOCIAL RESPONSIBILITY

## ESRS S4 – CONSUMERS AND END-USERS

TITAN is dedicated to addressing customer needs through reliable storage solutions and transparent service. We prioritize product safety and the protection of customer rights, ensuring our operations consistently meet high standards of accountability.

By actively engaging with our clients, we incorporate feedback directly into our strategic decision-making. To ensure quality and consistency, all customer concerns are managed through formal ISO procedures, providing a structured and timely resolution process.

TITAN has a significant number of loyal returning customers which assures us that we are on the right track. We measure customer satisfaction through Trustpilot and Net Promoter Scores. Google reviews are available for our self-storage sites.

In 2024, our initial year of formalized measurement, customer satisfaction scores surpassed expectations. This upward trend continued through 2025, aligning with our strategic targets. We expanded our Trustpilot and Net Promoter Scores presence from 5 to 20 countries in 2025 to have more comprehensive feedback from our diverse global markets.

The scores presented below prove our excellence in servicing our customers.

TRUSTPILOT	2023	2024	2025
SCORE	4.8	4.9	4.9
RESPONSE #	162	306	499

	2024	2025
NET PROMOTER SCORE		
CLOSED WON DEALS SCORE	78	79
RESPONSE #	429	627
CLOSED LOST DEALS SCORE	N/A	23
RESPONSE #	N/A	637
MARKETS: ONLY 5 COUNTRIES IN 2024, 20 COUNTRIES IN 2025: AT, AU, DE, DK, ES, FR, HU, IE, NA, NI, NL, NZ, PL, SE, UK, GR, CZ		

In 2026 we have further plans to get customer feedback by onboarding remaining TITAN markets, introducing sentiment analysis on verbal feedback from our clients, and launching new customer SMS/ email notifications in key markets.

## PROGRESS ON GOVERNANCE

Strong governance is the foundation of our ESG strategy, ensuring that environmental and social initiatives are effectively integrated into our business operations and decision-making processes. Our governance framework is designed to promote accountability, transparency and ethical conduct in all levels of the organisation.

PROGRESS ON GOVERNANCE

## OVERSIGHT ON ESG GOVERNANCE

Responsibility for ESG and sustainability resides with our top management and the TITAN’s Board of Directors, who endorse the overall ESG strategy. At the top management level, the Chief Operations Officer (COO) is responsible for the ESG oversight, involving relevant top management members where necessary. Responsibility for executing on the ESG strategy lies with the dedicated teams within TITAN’s functional areas, who report to the respective top management leaders.

Reporting to the COO, the Health and Safety, Environment and Quality Team are responsible for compliance and reporting on ESG related topics. The team was set up to oversee ISO 9001 and 14001 quality and environment management systems, then it was assigned further roles in Health and Safety, and ESG reporting.

TITAN achieved multi-site ISO 9001 and 14001 certifications in 2022 which were reinstated in 2025. Our strategic document, the ‘Context of Quality- and Environment Management System’ defines the roles and responsibilities in the organization for quality and environmental matters.

Our quality and environmental policies and objectives are defined by top management, and the ISO team monitors the quality and environmental performance of the organization. Internal audits take place every year for each site. Audit results and the company’s sustainability performance is discussed on the annual management reviews. External audits performed by Bureau Veritas are completed every year on selected sites, based on the audit program. Through trainings and assessments, continuous improvement has become an integral part of the company culture.

## TOP MANAGEMENT DIVERSITY

All the top management positions are filled based on the group’s general principles of employing the best-qualified person for the position, irrespective of gender. We seek to ensure that both genders are represented in the last round of the recruitment process, where this is possible given the field of applicants. TITAN group generally stresses the importance of equal opportunities for all, regardless of gender, ethnicity, religion, or disability.

The Board of Directors has four members, out of which one is a female. In addition to these members there are currently two female observers from the founding family participating in the Board meetings.

During 2025 there has been a shift in top management. Female representation at the end of 2025 is one person less, leaving only one female in top management.

TOP MANAGEMENT DIVERSITY				
# OF EMPLOYEES	2022	2023	2024	2025
FEMALE	2	3	2	1
MALE	8	4	5	5
TOTAL	10	7	7	6
<b>RATE OF FEMALE</b>	<b>20%</b>	<b>43%</b>	<b>29%</b>	<b>17%</b>

## PROGRESS ON GOVERNANCE

## BUSINESS ETHICS

In TITAN we do not tolerate corruption or bribery in our business practices by any of our employees or third parties working on our behalf. In many of the places where we do business, we are subject to a variety of anti-corruption and commercial bribery laws we strictly comply with. Our business partners are also requested to comply with all local anti-corruption and anti-bribery laws and standards in all places where they do business. Neither we nor our partners should hire a third-party agent or entity to do something that would not be allowed under this Code or the relevant law.

We are formalising and aligning global people-related policies to ensure consistent ethical standards and compliance across all countries of operation. This includes the rollout and implementation of updated policies on anti-corruption, gifts and hospitality, anti-discrimination, and human rights and labour relations protection. All policies are supported by clear reporting mechanisms and central register, which enhance transparency, traceability, and audit readiness.

To further strengthen governance, we have introduced and maintain a formal register for gifts, hospitality, and entertainment. This register ensure that all decisions and approvals are fully documented, reviewable, and consistently applied across the organisation. In 2025, the company had no reported cases of bribery or corruption. During the year, all staff completed anti-bribery and corruption training, reinforcing our commitment to ethical conduct. The company maintains an anti-corruption register to monitor compliance and record any relevant matters.

Looking forward, the company has introduced a global Anti-Corruption Policy, which is being rolled out to all existing employees and included in the induction for all new starters. Staff are expected to adhere to these principles, and ongoing training, monitoring, and compliance measures will ensure that the company maintains a zero-tolerance approach to bribery and corruption.

## DATA ETHICS

We process a large amount of data every day and are aware of both the security and data ethics risks involved. For TITAN employees the following policies are available through our intranet: Data Ethics Policy, Employee Privacy Policy, IT Policy, Retention and Deletion Plan and Contingency Plan.

[Our General Privacy Policy is externally available.](#)

## PROGRESS ON GOVERNANCE

## SUSTAINABLE PROCUREMENT

TITAN has developed a [Supplier Code of Conduct](#) available on our website, setting out our business and ethical requirements towards our suppliers. The Supplier Code of Conduct includes our commitment to core labour principles and human rights and demonstrates our requirements for the suppliers to conduct environmentally sustainable business practices.

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Our major global and local suppliers have already adhered to our Supplier Code of Conduct or have their own high business and ethical requirements. We continuously work on getting new suppliers to confirm their compliance. Supplier signoffs are recorded and monitored in our Supplier Evaluation Registers which are revised once a year.

Furthermore, our key personnel have regularly visited our major suppliers' production sites, constantly reviewing status on ESG aspects.

In 2025 we continued to perform formal supplier audits with a focus on quality assurance and ESG criteria. In 2026, we plan to establish a systematic, risk based approach for developing our supplier audit plan.

## CYBER SECURITY

Our DMA identified a material financial risk in relation to cyber-attacks. The effective mitigation of cyber-attacks involves a combination of preventive, detective and responsive measures which were put in place by our IT team.

TITAN has a robust cyber security infrastructure: we implemented firewalls, intrusion detection systems and intrusion prevention systems to monitor and defend against unauthorized access. We use advanced encryption protocols to protect sensitive data during transmission and storage.

We conduct regular vulnerability assessments and penetration testing to identify and address potential security gaps. Our software systems and applications are updated and patched to prevent exploitation of known vulnerabilities.

We educate our employees on recognizing phishing attempts, social engineering and other common cyber threats, and established protocols for secure password management and multi-factor authentication.

Regular data backups are stored in secure offsite locations to minimize the impact of ransomware or data loss, and these backup systems are periodically tested.

In 2024 we created a Business Continuity Plan designed to address a variety of scenarios, including natural disasters, technical disruptions, and security incidents, all of which could impact our ability to deliver products and services. This plan includes preventive measures, crisis response protocols, and communication strategies to manage unforeseen events effectively. It outlines the steps we take to safeguard our operations, address potential risks, recover critical systems efficiently, and maintain service integrity across our locations.