



CONSTELLATION
COLD LOGISTICS

ESG Report

2025



constellationcold.com

➤ Introduction and message from the CEO

As the leading European cold storage provider, Constellation aims to be an ESG leader in its sector. We place emphasis on ESG in how we run the business because we believe it is fundamentally the right thing to do and is in the best interests of our stakeholders for the long-term resilience and success of the business. In 2025, we turned our focus to carbon data and reporting, conducting a full suite assessment in line with GHG Protocol ahead of our SBTi submission in 2026.

Our fantastic ESG performance has also been recognised by several 3rd parties including the GRESB benchmark where we achieved a score of 96.

In 2025 I am proud of the major strides that we have made on the path to achieving this ambition. These include:

- Making several more substantial investments into solar generation and energy saving initiatives
- Conducting a full comprehensive ESG assessment of our business to ensure that

we are SBTi compliant ahead of our 2026 submission

- Building out our organisation and governance structure, including transitioning to a cluster-based organisation and adding several new group capabilities

In 2026 we will continue to work on further improving our sustainability and ESG performance. As we grow as an organisation, we will continue to invest in reducing our emissions, formally submit our reduction targets to SBTi, modernising and optimising our infrastructure and fleet, building robust governance, and support of local community organisations and charitable causes.



Carlos Rodriguez
CEO



> Overview of Constellation

Constellation is Europe's leading temperature-controlled storage provider. With over 1 million pallet positions across 9 European countries, we are the second largest cold storage provider in Europe and the essential infrastructure partner for hundreds of food producers, retailers, and traders. We are rapidly growing and are investing heavily in expansion to meet increasing customer demand.

We are sector champions for sustainability. We ensure a safe working environment at all of our sites, with a zero-accident ambition. We are working towards net zero carbon emissions, including through significant investment in energy efficiency and solar generation. We apply the highest operating standards and provide essential supply chain capacity, actively contributing to the global goal of minimising food waste.



3RD
LARGEST
EUROPEAN
OPERATOR



OPERATING IN
9 COUNTRIES
ACROSS EUROPE



1M
PALLET
POSITIONS



5M m³
CAPACITY



40
STORAGE
FACILITIES

> Our ESG policy

Constellation has a firm wide ESG policy which applies to all employees, contractors and other stakeholders.

The policy is publicly available to all stakeholders on the Constellation website under www.constellationcold.com/sustainability and sets out the principles, their implementation, reporting, disclosure, communications and training of Constellation's staff in relation to relevant ESG matters. The policy is reviewed annually. We also have a number of other internal and public supporting policies which support the principles in the ESG policy.

► Our year in numbers

Market based emissions intensity:

37.7 kgCO₂e
per europallet position

-77%
YoY



Renewable electricity usage:

60%

+125%
YoY



➤ Key ESG developments in 2025

We have continued to make significant progress on ESG in 2025

During 2025 Constellation continued to work on several investments to reduce our environmental footprint and emissions, as we drive towards our net zero goal.

Our progress and targets - Environmental

	Our Progress in 2025	Goals for 2026
Setting ambitious climate goals	Fully implemented our carbon accounting system, allowing us to better track our progress against our net zero goals	- Submit our near-term and long-term reduction targets to the Science Based Targets initiative - Continue to decrease our market-based emissions per europallet position - Increase our procurement of renewable electricity
Boosting Energy Efficiency	Rolled out energy management program, including further refrigeration modernization and energy saving initiatives	- Roll out smart refrigeration controls to ensure all equipment is running at peak efficiency - Ensure all sites continuously strive to reduce their energy consumption
Expanding Solar Power	Installed additional solar including in the UK, Belgium, and Ireland	Install additional solar across our network, including new acquisitions and expansions
Building Sustainable Facilities	Completed construction of our new state-of-the-art facility in Grimsby, UK	- Our new facilities are designed according to industry leading standards, such as DGNB and BREEAM Excellent - Continue to embed and consider sustainability from the very first conceptual designs
Optimizing Transport routing	Reduced emissions by refining transport routes and integrating new planning technologies	Fully implement our route optimisation software in the UK

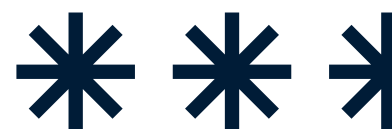
➤ Key ESG developments in 2025 (continued)

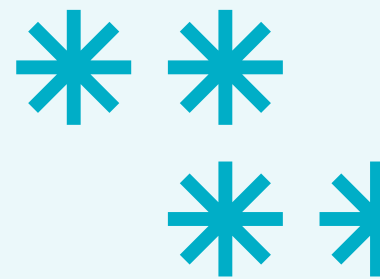
Our progress and targets - Social

	Our Progress in 2025	Goals for 2026
Enhancing Employee Engagement and Culture	- Conducted the first company-wide survey and developed action plans to improve the employee experience - Rolled out local initiatives to foster a unified culture, vision, and our values across the group, including our 3rd Annual Constellation Cup in Ireland - Updated policies relating to DE&I, Code of Conduct, Modern Slavery and Anti-Harassment policies	- Continuing to enhance our People Development Plans, specifically around recruitment and Personal Development Plans - Host our 4th Annual Constellation Cup
Improving Workplace Safety	Implemented a new incident reporting system (INFORM) to enhance health and safety	Roll out further safety enhancements to drive towards a zero-accident ambition
Promoting Sustainable Supply Chains	Launched our Supply Chain Sustainability Policy, reinforcing environmental, social, and ethical standards	Work with our supply chain to ensure our sustainability standards and targets are met
Giving Back to Communities	Supported several local charities, community organizations, and social initiatives	Continue to support organizations and initiatives to make an impact in our local communities

Our progress and targets - Governance

	Our Progress in 2025	Goals for 2026
Preparing for Future Reporting	Began groundwork for compliance with the Science Based Targets initiative	Achieve our SBTi validation in October 2026
Expanding Capabilities	Finalized the new hires in our Group and Cluster organizations	Continue to integrate our expanding teams within our Group and Cluster organization
Simplifying Governance	Further streamlined our governance and legal entity structure	Continue to streamline our governance and legal entity structure
Strengthening Cybersecurity	Implemented further enhancements to our IT landscape and organization to improve robustness and security	Implement specific policies and management programs to enhance our IT landscape and security

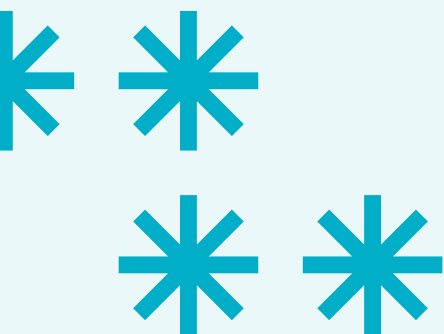




Key KPIs

We record a number of key KPIs relating to our ESG performance

	2024	2025
Carbon emissions (ktCO₂e)		
Scope 1	10.3	8.7
Scope 2 (market based)	66.6	17.2
Scope 2 (location based)	20.6	17.0
Scope 3	27.6	55.2
Total		
Market based	66.6	17.2
<i>kgCO₂e per europallet position equivalent</i>	74.1	32.7
Energy		
Total electricity usage	152.7GWh	145.1GWh
% of which renewable	13%	66%
Renewable electricity generation	19.7 GWh	87GWh





➤ Certifications and awards

Constellation maintains a number of certifications and awards including:



2025 GRESB infrastructure
benchmark score of 96



BREEAM building
sustainability certifications



Numerous food quality
and safety certifications,
such as BRCGS and IFS

We also support a number of other commitments and awards including the UN “Support the Goals” initiative.

