

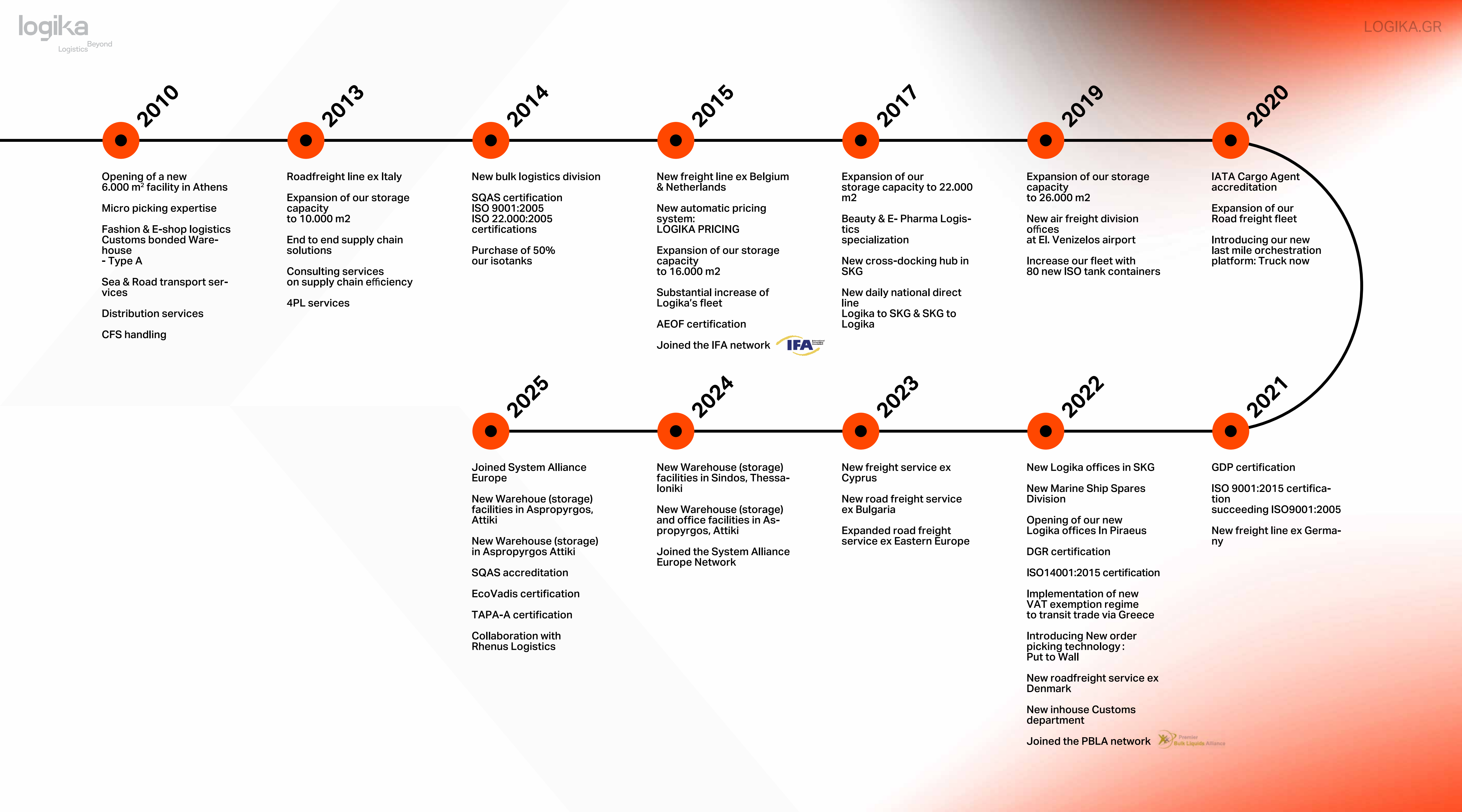
Company Profile

October 2025



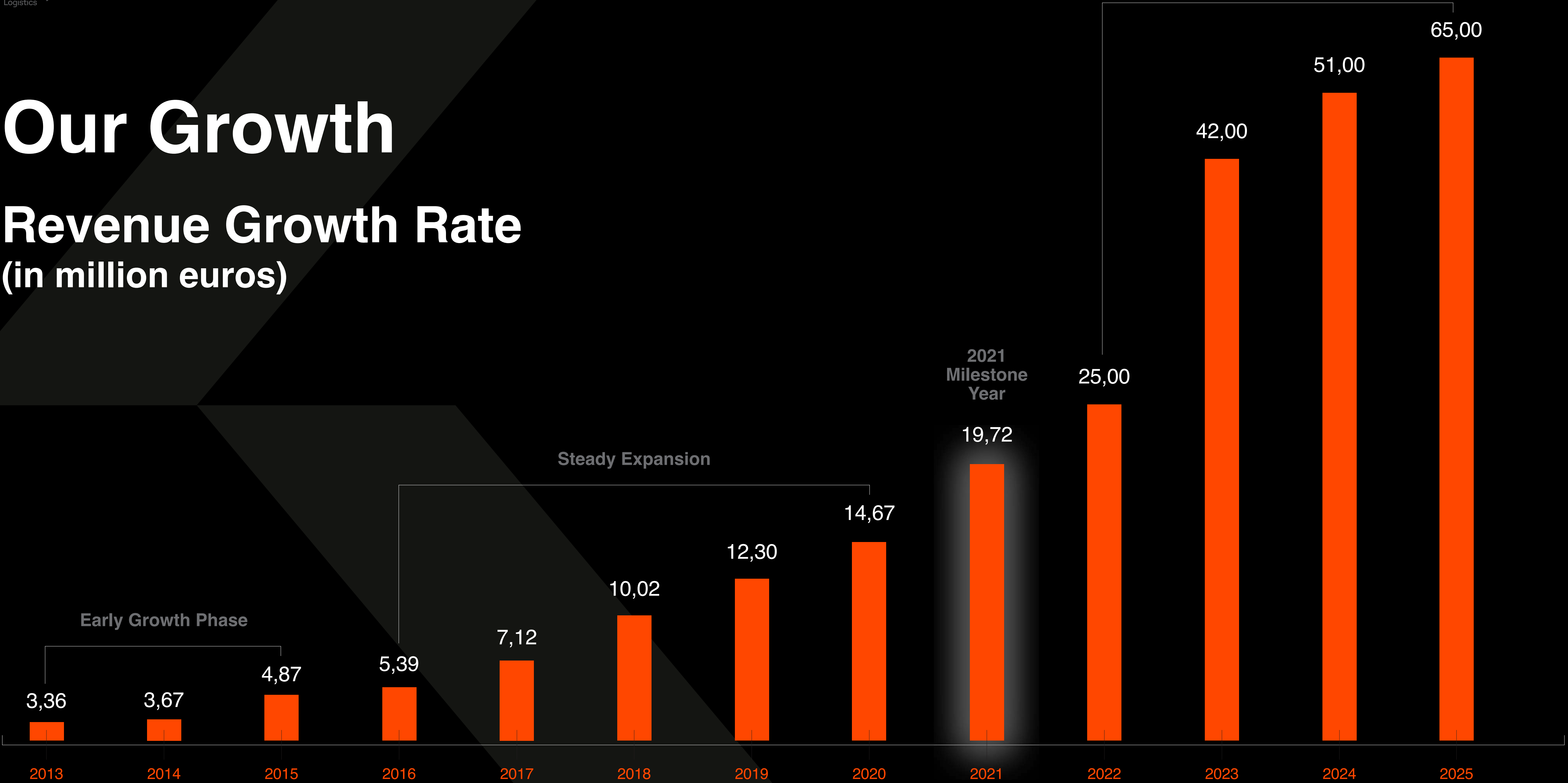


Logika Overview



Our Growth

Revenue Growth Rate (in million euros)



End-to-End Supply Chain Solutions

Freight Forwarding Services

Efficient global transport via
Truck, Air, Sea, and Rail

Logistics & Delivery

Streamlined logistics centers
and rapid last-mile delivery

Professional Services

Expert consulting and seamless
customs clearance



Warehouses

Attika Region

4 → ATH

Thessaloniki Region

2 → SKG

Our Fleet*

ATH / 60 Vehicles

SKG / 40 Vehicles

*Euro VI ADR Licensed



International LTL/ FTL traffic

Road Freight Transports



 Germany Import trucks FTL and groupage every Thursday and Friday Multiple FTL strategically located depots ADR trucks	 Italy 3 x times per week imports 2 x times per week exports ADR trucks covered via Italy	 Spain Import trucks FTL Groupage every Thursday and Friday Hub in Barcelona & Madrid ADR trucks	 Netherlands Departures 3 times per week ADR Trucks on weekly basis. Specialization in Road Transport of Marine equipment	 Belgium Daily Imports from Belgium ADR Trucks on weekly basis. Specialization in Road Transport of Marine equipment	 France Weekly imports & exports FTL/LTL Flow ADR Groupage	 Denmark General cargo departures from Denmark: Thursday/Friday Transit time depending on destinations from 3-6 days Warehouses Holstebro & Padborg	 UK Weekly imports and exports Multiple Depots ADR Groupage
 Portugal Weekly imports & exports FTL/LTL Flow ADR Groupage	 Poland 2 Depots FTL & Weekly Groupage Cross Docking facilities ADR Groupage	 Czech Rep. Weekly imports & exports FTL/LTL Flow ADR Groupage	 Romania Weekly imports & exports FTL/LTL Flow ADR Groupage	 Serbia Weekly imports & exports FTL/LTL Flow ADR Groupage	 Austria Weekly imports & exports FTL/LTL Flow ADR Groupage	 Hungary Weekly imports & exports FTL/LTL Flow ADR Groupage	 Bulgaria Weekly imports & exports FTL/LTL Flow ADR Groupage

Strong Linehaul

Reliable Service

	DEPOTS	DEP/WEEK	ADR	EXTRAS
GERMANY	6	3x	✓	
ITALY	5	2x	✓	Servicing Malta
SPAIN	4	2x	✓	
NETHERLANDS	2	2x	✓	
BELGIUM	1	Daily Dep.	✓	Servicing Ireland
FRANCE	2	1x	✓	
POLAND	3	2x	✓	
DENMARK	1	2x	✓	Frigo Service
CZECH REP.	1	1x		
HUNGARY	1	1x		
UK	2	1x	✓	Customs Services
CYPRUS	1	2x	✓	FCL & LCL
POLAND	1	1x	✓	
AUSTRIA	1	1x	✓	

European Road Freight Transports





Tech supported Logistics & Distribution Services

Add-in Value Logistics

e-Shop Logistics

Over 10 years of expertise
Tailor-made Reverse logistics

Cosmetics & Pharma Logistics

Specialized micro-picking base on
Expiration Dates and LOT numbers
Customized packing services to specifications



Fashion Logistics

Flexible solutions for a fast-changing market
Footwear, Garments, Hanging Apparel & Fashion Accessories

High Value Products Logistics

Where every wrong choice translates into significant cost



Logistics Activities



HEALTH CORNER



2Happy.gr

Pharma



Beauty

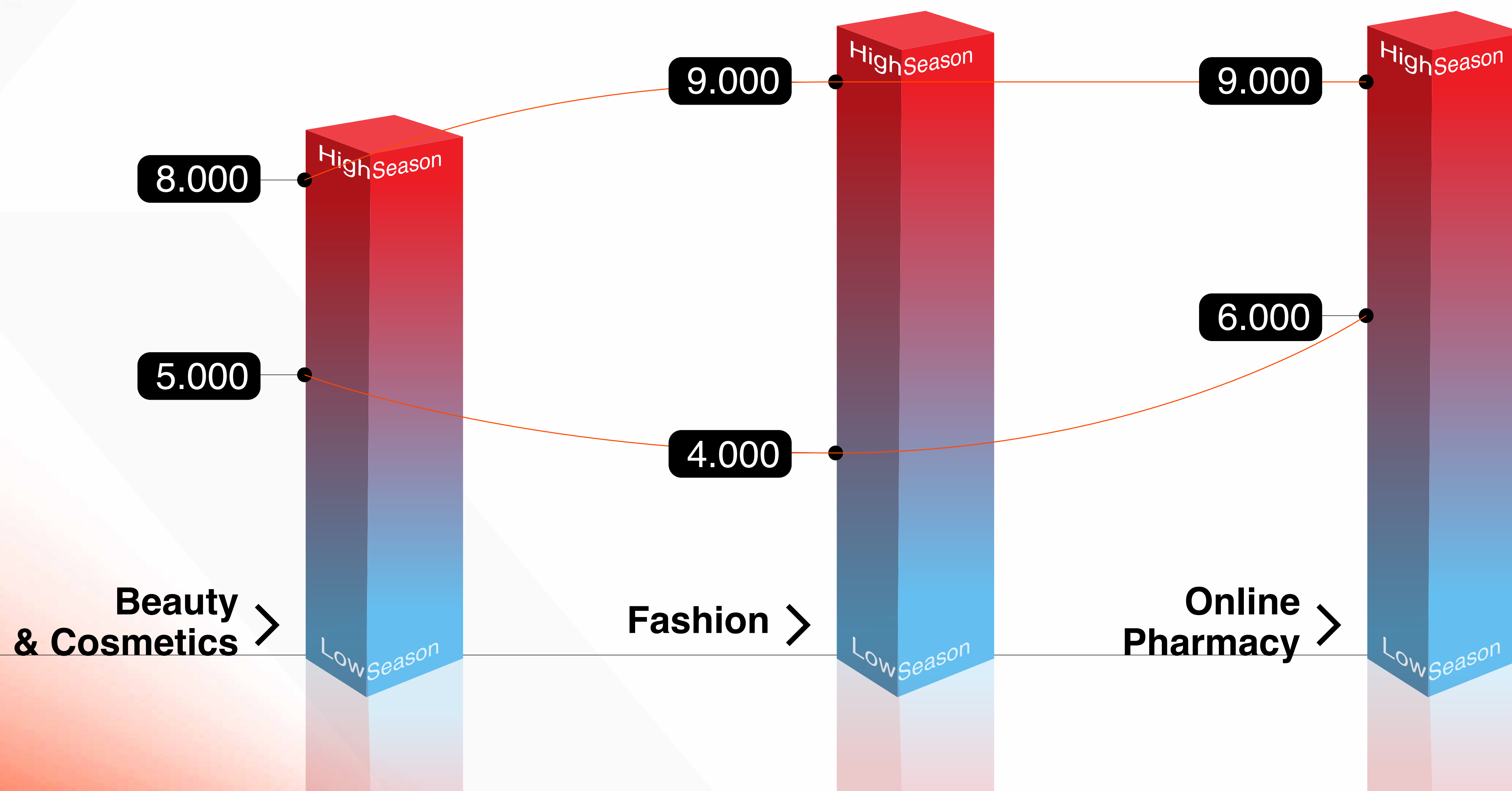


Energy & Technology



e-Commerce Fashion

Per market order (B2C) fulfilment capacity



Assisting Increased Warehouse Output

- Productivity increase
- Reduction of picking time
- Failure reduction

And by utilizing technology

+9,8%
max

+5,2%
min

3"

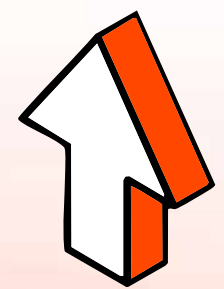
6,4%

 **GoRamp**

 **pick to light**
Your efficiency, our guiding light

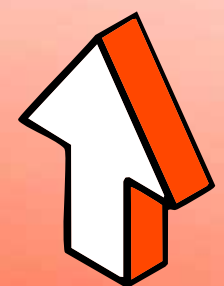
Smarter Warehousing with GoRamp

At Logika, we leverage GoRamp Dock Scheduling software to revolutionise warehouse and yard operations, delivering measurable improvements in efficiency and cost reduction



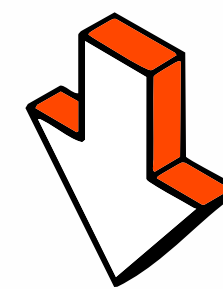
Increased Load Capacity

Enhanced slot visibility and optimised scheduling raises operational efficiency by up to 20%, maximising throughput whilst reducing resource waste



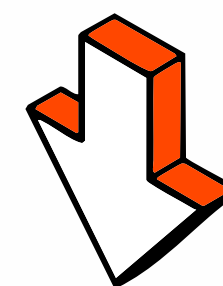
Improved Planning

Real-time KPI dashboards and automated scheduling capabilities streamline operations, providing complete visibility and control over warehouse workflows



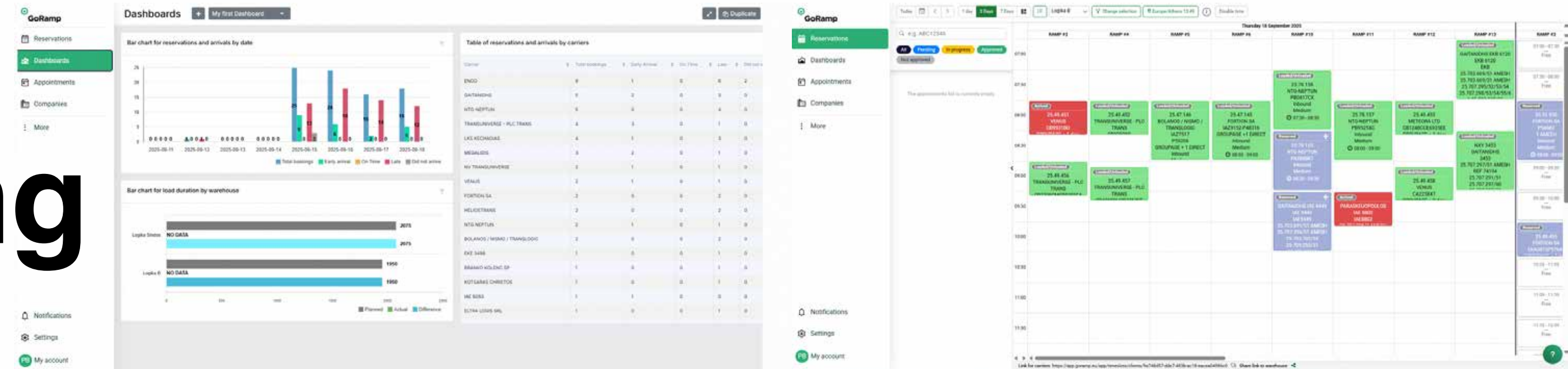
Reduced Driver Waiting Time

Seamless inbound and outbound flows prevent congestion, improving driver satisfaction and reducing operational bottlenecks across the facility



Reduced Penalties

Precise slot allocation and improved coordination significantly reduce detention fees and late delivery penalties, protecting profit margins.



Put Wall Automated System

Sorting and picking process optimization



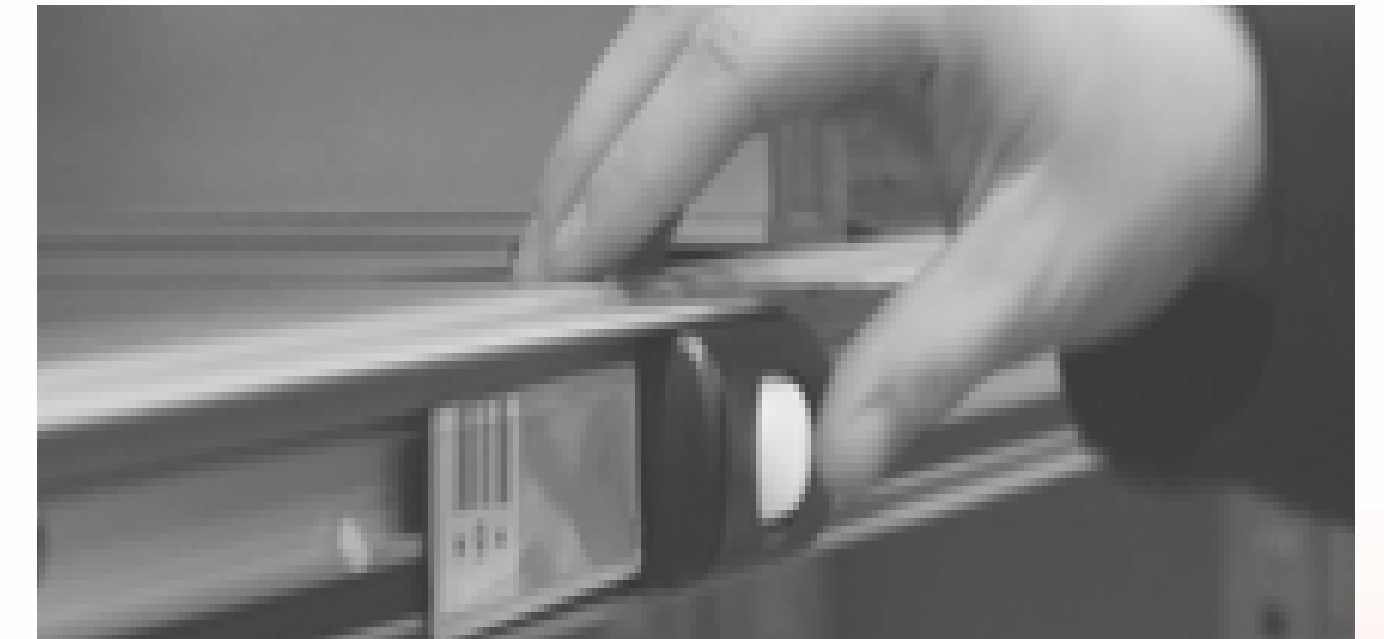
Put to Wall Solution

- Workstations with individual compartments, where each compartment represents a customer order.
- Put To Wall solutions allow flexible configuration and are easily scalable in a short period of time.



Batch Picking

- Single or multiple order lines are collected and distributed to different orders.

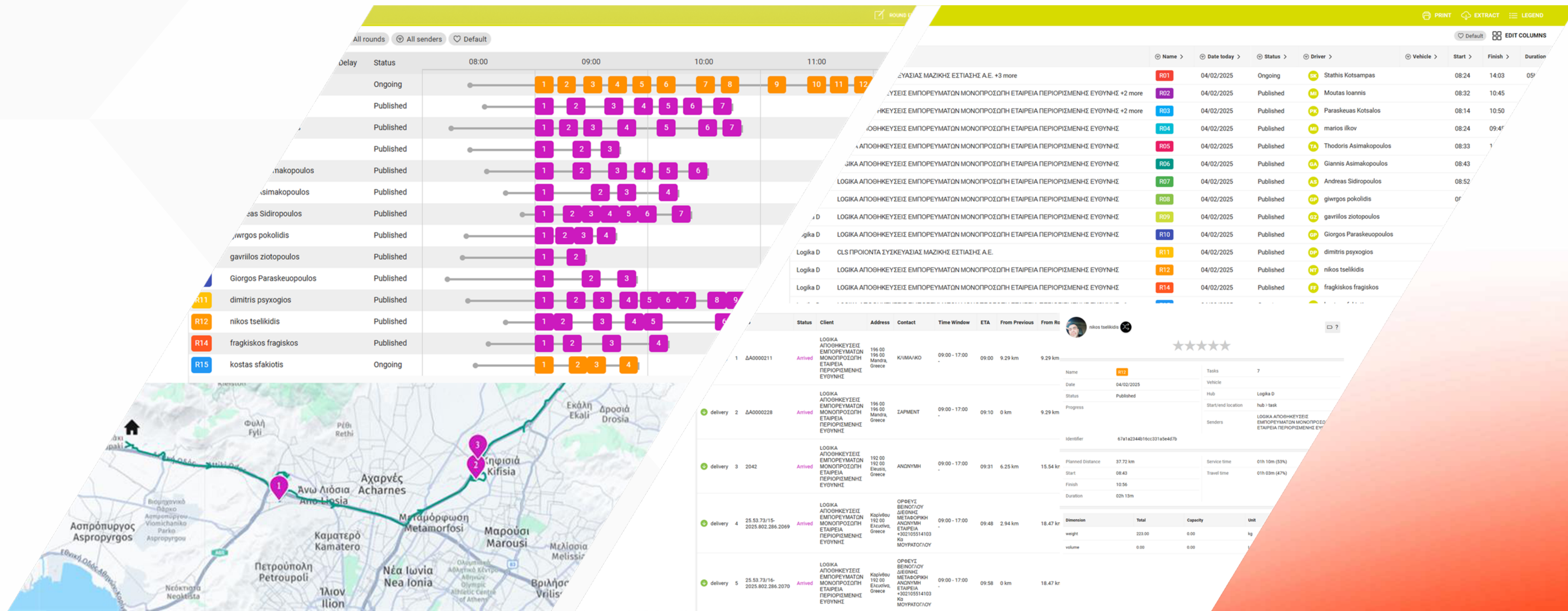


Pick to Light

- Facilitates paperless order picking.
- The lights on the devices guide operators visually and intuitively during product sorting, facilitating the most accurate picking of customer orders.

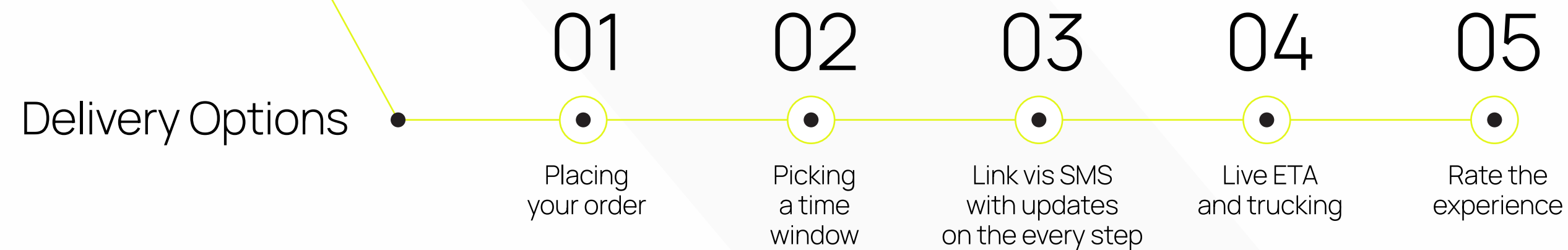
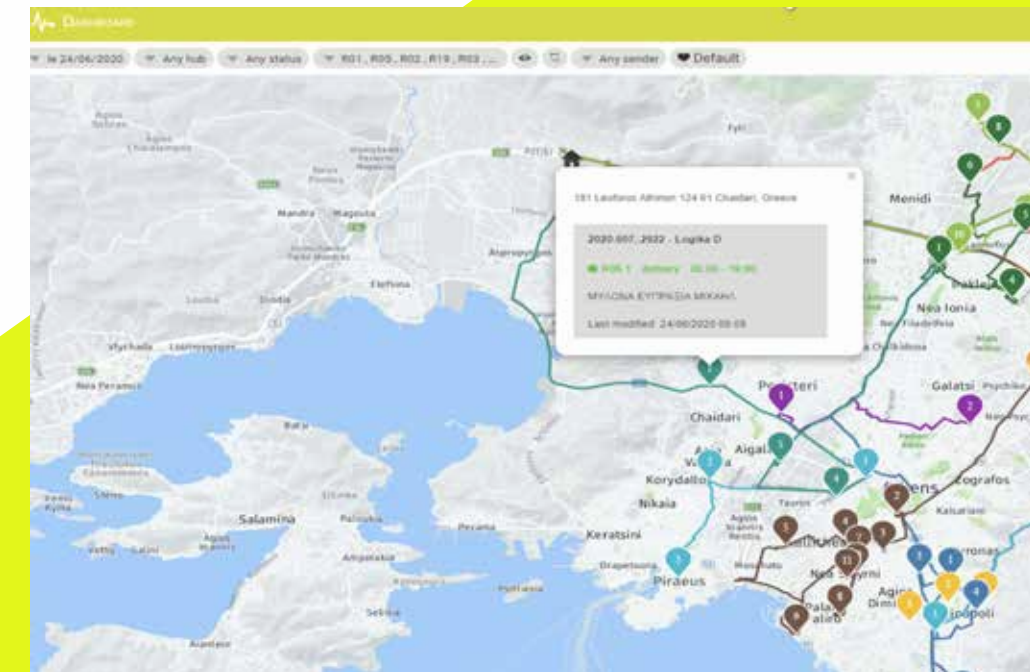
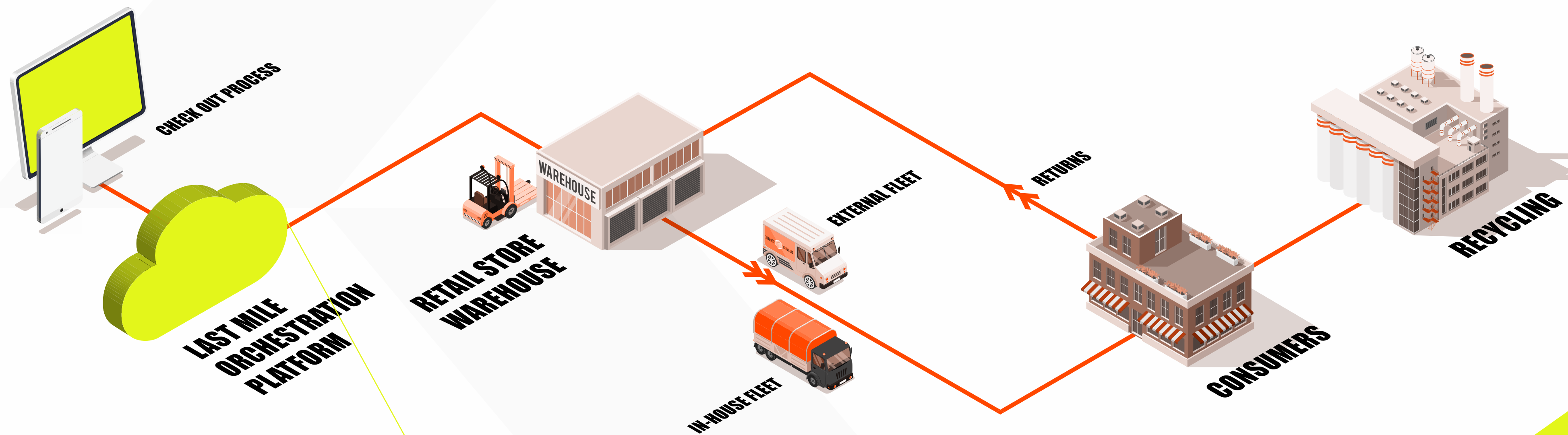
Dynamic Route Planning

Setup delivery workflows and allocate deliveries & pickups efficiently.



Logika last mile orchestration platform

B2B catching up with B2C standards through our Last Mile Orchestration Platform



Logika's "Last Mile Orchestration Platform" acts as the "vessel" for flexible deliveries, employing dependable live information at all e-shops, with specialized view option for the status of the totality of deliveries, as well as real time reports & analytics

Your customers stay on top of their orders, by utilizing real time updates on delivery status, either bis SMS or email.

- Real time visibility on deliveries with live ETA for Retailers & End Customers
- IOD, POD & history of orders and deliveries
- Reverse Logistics
- Business Information & Analytics
- Readily customizable for bespoke deliveries

Business Intelligence Analytics





Other Services

Air Freight Department

- IATA Accredited Agent
- IATA Dangerous Goods Certificates
- Worldwide Coverage by Strong Networks
- Temperature Control Shipments
- Aircraft on Ground Dedicated Aviation Parts Service (on 24/7 basis)
- Long lasting partnerships
- Offices at International Airport of Athens

Sea Freight Department

- Sea Freight
- FCL & LCL cargos
- Servicing all ports in China
- Worldwide network of agents
- Offices at Piraeus and Thessaloniki
- Certified and Accredited
- Stand alone Marine Logistics Department offering door-to-deck service

Customs Clearance Services

- In-house department
- Customs Clearance procedures (incl. triangle shipments)
- 07 VAT exemption compliant
- Bonded warehouse



Bulk Logistics division

**Logika has the know-how in bulk liquid transport.
A knowledge combined with a customer oriented mentality
defines the service levels that we provide.**



- Chemical supply chain specialization
- Quality controlled management
 - Special services
 - Competitive rates
- Long-term cooperation directly with major ocean carriers



LOGIKA Security, Safety & Sustainability Excellence

**Comprehensive Certifications
& Best Practices Overview
for Corporate Leadership**

Comprehensive Certification Portfolio



Quality Management

ISO 9001 - Quality Management
& Continuous Improvement processes
ensuring operational excellence



Food Safety Standards

ISO 22000 - Food Safety & Cold Chain
Integrity maintaining product quality
throughout distribution



Aviation Security

IATA - Secure & Compliant Air Freight
operations with international standards
compliance



Healthcare Distribution

GDP - Safe Distribution of Pharmaceutical,
Medical & Cosmetics products
with regulatory compliance



Environmental Leadership

ISO 14001 - Environmental Responsibility
& CO₂ Reduction programs
driving sustainability



Customs Excellence

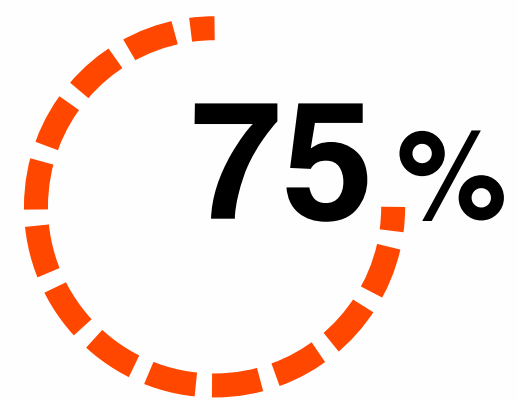
AEOF (Full) - Streamlined & Secure
Customs Operations ensuring
efficient border processes

2025 Certifications at a glance

- **TAPA-A** - Advancing facility security standards
- **EcoVadis** - Comprehensive assessment of sustainability & ESG performan
- **SQAS** - Certified for excellence in Chemical Logistics operations
- **Synergy** - Demonstrating operational excellence with a 95% audit success rate
- **ISO 27001** - Implementing robust Information Security Management Systems

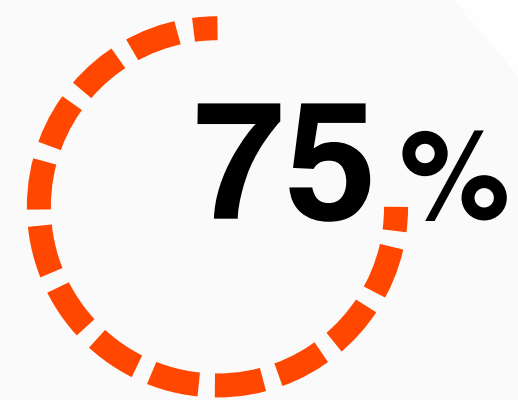
TAPA Standards Comprehensive Compliance

LOGIKA implements the rigorous Facility Security Requirements (FSR) standards of the Transported Asset Protection Association, dramatically improving protection from theft of cargo products across our entire supply chain - from transit storage to warehouses and distribution centers



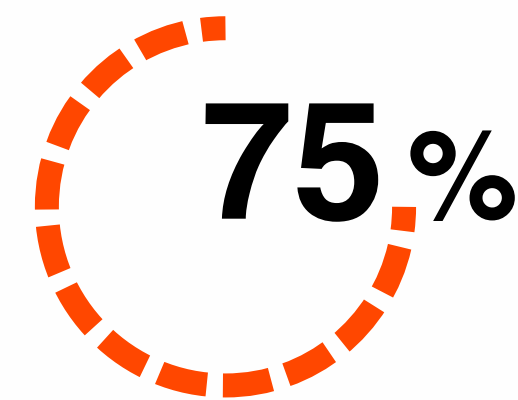
Perimeter Security

Robust perimeter systems safeguard all premises with reinforced barriers and controlled access points



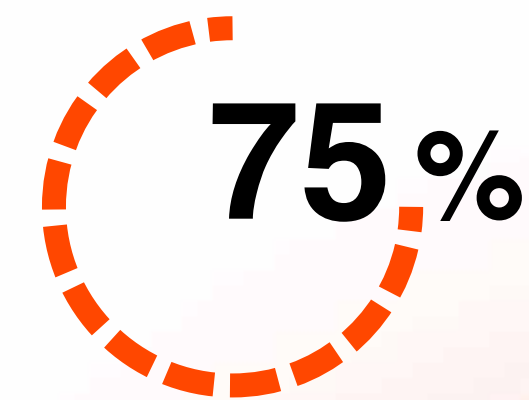
Advanced CCTV Systems

State-of-the-art 24/7 surveillance with thermal imaging capabilities strategically positioned



Intelligent Alarm Systems

Multi-layered alarm networks monitored by police and professional security contractors



On site Security

Independent certification builds confidence with global clients and partners, demonstrating our reliability and professional standards

Human Resources & Vehicle Security



Employee Security Protocols

- Comprehensive, documented security procedures consistently applied
- Thorough background checks conducted within legal constraints
- Robust termination procedures ensure secure retrieval of all credentials
- Detailed records prevent rehiring without background review

All LOGIKA employees are permanent team members, integral to our family.
We have absolute confidence in their commitment to respecting and protecting our clients' merchandise with the highest standards of security and integrity



Transportation Security

- Solid-top, hard-sided vehicles with locked cargo doors
- Advanced vehicle immobilization devices deployed
- Comprehensive driver training on security and safety
- Real-time GPS vehicle tracking with route optimization
- Risk-based routing and scheduling assessments implemented

Facility Security Infrastructure



Lighting & Access Control

- Comprehensive flood lighting systems illuminating all dock doors and perimeter areas
- All office access points strictly controlled during and after normal operating hours
- Mandatory badge policy enforced for all visitors and contractors
- Keypad-controlled access points with multi-factor authentication



Warehouse & Dock Security

- All external doors secured with reinforced materials and monitoring systems
- Strategically located thermal cameras providing 360-degree coverage
- Comprehensive procedures restricting supplier employees, visitors, and contractors' access to client asset

Health & Safety Excellence Program

At LOGIKA, we prioritize the health, safety, and comprehensive well-being of every employee. Our proactive approach ensures a secure working environment through systematic implementation of best practices and continuous improvement initiatives

Health and safety are integral to our operations, and we constantly work to improve our practices while encouraging regular breaks for employee well-being.



Policy Development

Clear, comprehensive policies and Standard Operating Procedures (SOPs) designed to prevent accidents before they occur



Training Programs

Regular training sessions and refresher courses ensuring all employees remain current on safety protocols



Safety Infrastructure

Visible safety signage across all facilities with provision of protective equipment and specialized tools

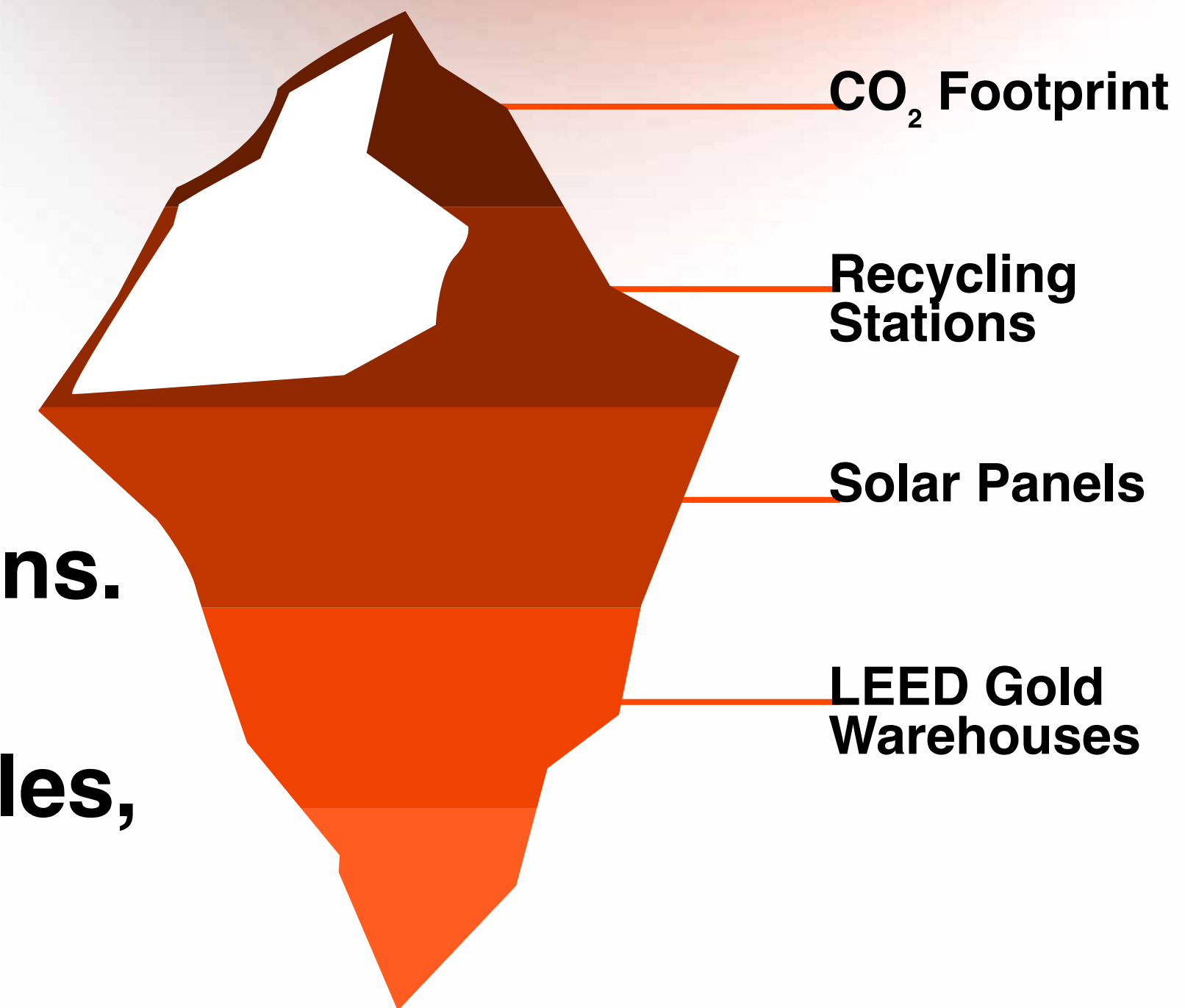


Quality Assurance

Scheduled and surprise inspections, collaboration with external QS consultants for continuous improvement

Our Comprehensive Sustainability Initiative

At LOGIKA, sustainability forms the cornerstone of our operations. Since 2021, we have demonstrated unwavering commitment to reducing CO₂ emissions, promoting circular economy principles, and implementing environmentally responsible practices across all business functions



Environmental Monitoring

- Continuous CO₂ emission tracking since 2021
- Smart energy consumption monitoring systems
- Water usage optimization programs

Renewable Energy

- Solar panels covering 40-45% of total energy needs
- Energy-efficient LED lighting with motion sensors
- Natural ventilation and reflective construction materials

Resource Conservation

- Comprehensive recycling stations throughout facilities
- Organic waste composting programs
- Rainwater harvesting for irrigation systems

RAISING THE STANDARD AT LOGIKA

SQAS Certification



SQAS represents a rigorous, independent assessment system developed by CEFIC (European Chemical Industry Council) that evaluates the quality, safety, security, and environmental performance of logistics service providers. This certification validates our operational excellence and positions Logika as a trusted partner in critical supply chain operations

Verified Quality & Compliance

Comprehensive assessment across all operations ensures consistent adherence to international standards and regulatory requirements

Enhanced Safety & Risk Management

Proven safety protocols in road freight and warehousing operations protect personnel, assets, and client goods throughout the supply chain

Commitment to Sustainability

Responsible logistics practices that support environmental stewardship and sustainable supply chain management initiatives

Increased Trust & Credibility

Independent certification builds confidence with global clients and partners, demonstrating our reliability and professional standards

Competitive Advantage

Provides preferential positioning in tenders and high-value supply chain partnerships, opening new business opportunities

EcoVadis Sustainability Leadership



EcoVadis stands as one of the world's most respected providers of business sustainability ratings, conducting comprehensive evaluations that assess corporate commitment across four critical dimensions that define responsible business practices in the modern economy

Environment

Climate action, resource efficiency and environmental management systems

Ethics

Anti-corruption policies, responsible information management and governance

Sustainable Procurement

Supplier environmental and social practices across the value chain

Labor & Human Rights

Working conditions, social dialogue and human rights protection

LEED Gold Certification Excellence



LOGIKA G (hosting SEPHORA operations) achieved LEED Gold Certification, ensuring 30% higher energy efficiency and demonstrating our commitment to sustainable operations excellence

Sustainable Design

Sustainable site planning with extensive green outdoor area

Renewable energy integration with efficient HVAC systems

Extensive use of recycled and eco-friendly materials

Environmental Quality

Superior indoor air quality management systems

Maximized natural lighting throughout facilities

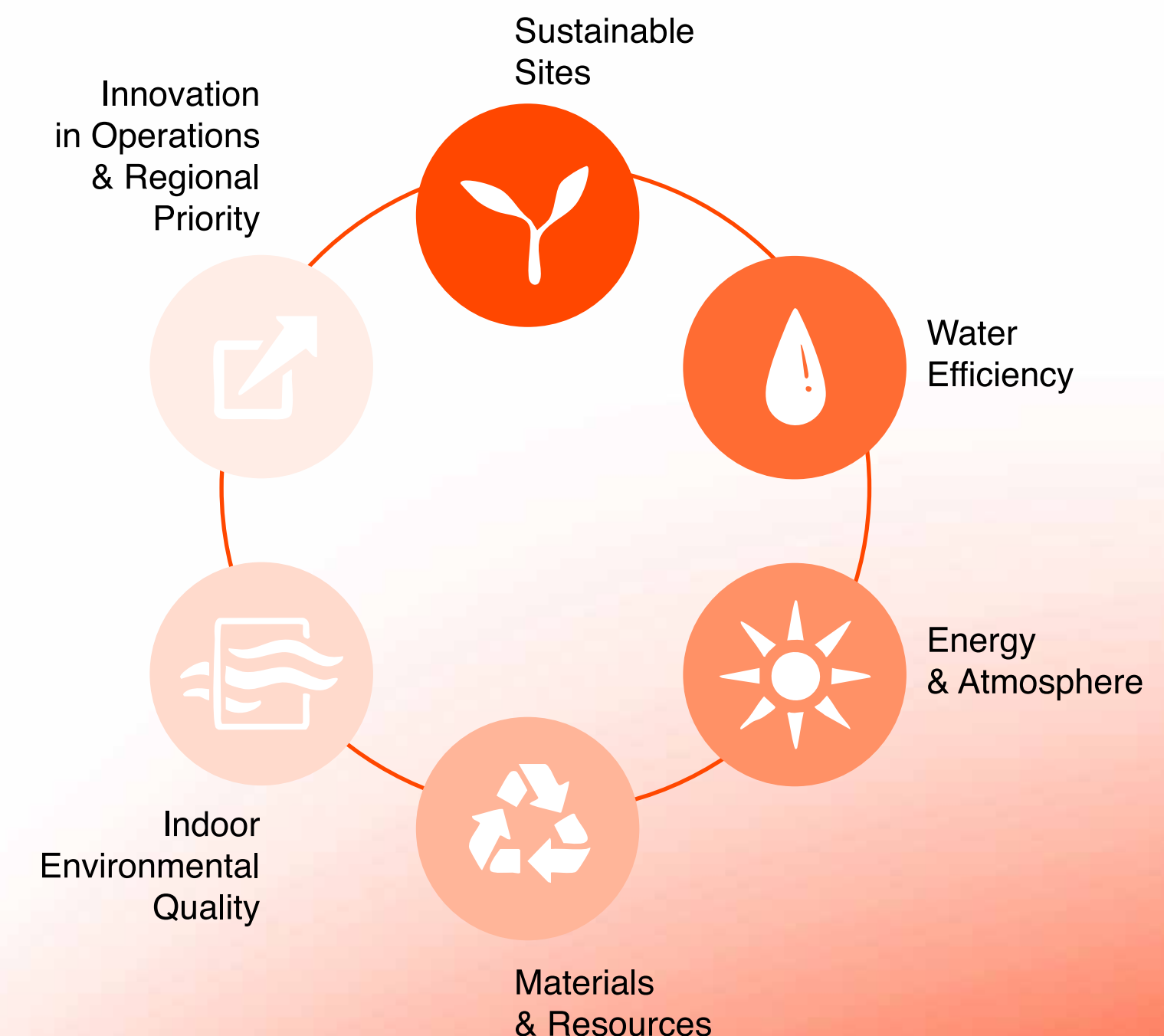
Smart monitoring of energy and water consumption

Future-Ready Infrastructure

Electric vehicle charging stations

Dedicated bicycle storage facilities

Convenient public transport accessibility



WMS Software Systems Landscape

Key Software Components

The main software components that make up our systems are:

Mantis Logistics Vision – 3.0

This is the core component, covering all operational aspect of our 3PL services. It is well known and tested through the Greek & European Market

Core Middleware

This is our in-house, custom developed middleware system, set up as a set of microservices components. It is in constant development and improvement, allowing us to continuously introduce state of the art software patterns and practices into our architecture

Mantis Autolink

Stand alone software component which allows us to perform automatic actions on our Mantis installation

Courier Service

A 3rd Party service which allows systemic integration to a variety of courier providers through their APIs, homogenizing & automating all processes, such as courier delivery request (voucher), printing, and reporting. Providing real time centralized tracking, as well as integration capabilities for your ERP

WMS Software Systems Landscape

Landscape – IT Infrastructure

Communication Privacy

To ensure communication privacy, information communicated with our customers, as well as internally, between our systems, is set up via VPN using Lan Virtualization we compartmentalize and isolate communication per depositor network, avoiding possible information leak or malicious access

Data Protection

This ensures that only users connected to the network in question have access to the repository's information, as well as protection of data dissemination or transfer from one to the other

WMS Software Systems Landscape

Software Architecture

Key aspects of our systems architecture adhering to key requirement are:

Microservices Architecture

Our system has been implemented following the microservices implementation pattern, which allows us to compartmentalize functionality in standalone scalable services. This allows for a more robust system, where if a specific service fails, not all will fail. Furthermore, it allows for a more trusted deployment process. In this type of architecture, you can create microservices that act as a set of blocks which can complement, enhance or even replace specific functionality depending on the requirements.

Enterprise Integration Patterns

All our services are built using the de-facto Enterprise Integration Patterns (EiP) which provide a standardized process of implementing common integration specifications, allowing for functionality re-use, software interoperability, etc.

Asynchronous Architecture

In order to be able to scale, provide failover, higher throughput, we opted for an asynchronous architecture, using the Asynchronous Messaging Patterns, which allows us to scale any service at any point through asynchronous messaging.

logika 