

Sustainability Report 2024

Together in motion.

We have been in motion for over 150 years.
What moves us, is the future. Join us on our
journey towards a sustainable tomorrow.



Foreword



Dear Readers,

They say all good things come in threes, which is why FIEGE is pleased to publish its third Sustainability Report this year. Our path remains clear, even though the reporting obligations for organisations under the EU's omnibus directive have been postponed by two years. Rather than waiting, we are taking action now. Despite economic uncertainties and political challenges, sustainability remains a central element of our strategy. It offers long-term environmental, social and economic benefits, while helping enterprises develop resilience and remain viable in. As a service provider, it is therefore our aim to offer our customers sustainable logistics solutions and to accompany them on their way to greater sustainability.

In the following pages, our Sustainability team provides a detailed overview of how we are advancing sustainability within our family business and what we have achieved over the past year. Together with our clients and partners, we have made significant strides towards more sustainable logistics in 2024.

For instance, we have increased **the share of green energy** produced at our 136 locations **by over 400%**. We have also signed the **Diversity Charter** to promote greater equality of opportunity within our company. Additionally, we dedicated significant time

and effort to align our objectives and mitigation actions with the Science Based Targets initiative (SBTi).

In 2023, we endorsed the SBTi Commitment Letter, committing ourselves to achieving net-zero direct and indirect emissions across our various business segments in the long term. As a result of our efforts, we successfully **reduced our Scope 1, 2 and 3 emissions by another solid six percent**. Furthermore, we conducted our **inaugural materiality assessment**, which was guided by the Corporate Sustainability Reporting Directive (CSRD).

Last November, our commitment was recognised with the **National German Sustainability Award in the category for Transport and Logistics**. This accolade is a testament to the hard work of our dedicated team, which proactively develops and breathes life into our sustainability strategy. Almost importantly, this award serves as an incentive for us to continue our journey alongside our clients and partners with determination.

One thing is certain: we are far from reaching the finish line and have a considerable distance yet to cover. **So let us embark on this journey together!**

Felix Fiege & Jens Fiege

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Company Profile

What sets FIEGE apart?

Clear principles for sustainable and future-oriented development are deeply embedded in our company's DNA. As a result, we **consistently reduce our CO₂e footprint each year** by choosing low-emission transport solutions, implementing efficient waste management practices and utilising energy-efficient logistics centres.

We provide comprehensive services across the entire value chain, which include modern storage facilities, efficient returns management and quality repair services. We also develop bespoke solutions for sectors such as eCommerce, fast moving consumer products, tires, consumer products, healthcare, fashion and industry. By integrating automation, robotics and progressive data analyses, we continuously optimise our processes while ensuring full transparency.

Simultaneously, we are expanding our operations – particularly in Europe and Asia – and continually developing new business segments. This strengthens our global presence and makes us a reliable partner.

With this report, we aim to demonstrate once again our commitment to combining **innovation, sustainable practices and close collaboration with our clients** to create responsible logistics.



Our Executive Board (f. l. t. r.): Jens Fiege, Martin Rademaker, Kenza Ait Si Abbou, Peter Scherbel, Alfred Messink, Felix Fiege

Clear principles for sustainable and future-oriented development are deeply embedded in our company's DNA.

Our FIEGE colleagues
in action worldwide

FTE & Heads	
	Number of persons
FIEGE Group	21,696
Belgium	163
China	49
Germany	12,122
Italy	2,523
The Netherlands	130
Austria	76
Poland	5,378
Switzerland	426
Singapore	32
Slovakia	36
Czech Republic	341
Turkey	1
Ukraine	135
Hungary	284

Status: December 2024



Business units with regional & industry focus

Consumer Products	Fashion & Lifestyle	Fast Moving Consumer Goods	Healthcare	Industrial
Digital	Asia	Southern Europe & Alps	Central Eastern Europe	BeNeLux

Our sustainability strategy



Our sustainability strategy

As **sustainability is an integral part of our corporate strategy**, our efforts consistently permeate all aspects of our operations – from the Executive Board to regional and branch management, as well as centralised roles. **Together, we develop and monitor our objectives to ensure alignment and effectiveness.**



Sustainability at FIEGE

→ Family

As a family business, it is in our DNA to think long-term.

→ Responsibility

We are actively shaping the transition towards sustainable development and showcasing the future of sustainable logistics.

→ Market trends

We add value for our clients by integrating sustainability into our services and products.

→ Future

It is our goal to pass a robust, climate neutral company to the next generation.

Our sustainability strategy

1 PEOPLE

At FIEGE, we strive to ensure that all employees **feel equal, valued and comfortable**. By signing the **Diversity Charter**, we made a clear commitment to promoting **equal opportunity, tolerance and diversity**.

We integrate these values into our daily operations and rely on programmes that develop our managers, as well as feedback processes that encourage an open dialogue and personalised growth.

2 PLANET

This reflects our **commitment to climate protection and sustained innovation**. Together with our partners, we focus on low-emission transport solutions, including electric trucks, synthetic diesel (HVO100) and bio-LNG, all of which drive sustainable transformation.

We also incorporate **cutting-edge technologies** such as thermal pumps, photovoltaic systems and AutoStores. Furthermore we invest in cut-to-size packaging machines which significantly reduce the resource consumption and waste.

By **signing the SBTi Commitment Letter**, we clearly commit to the 1.5°C target and pledge to achieve **net-zero emissions by 2050**.

3 PARTNERS

Both upstream and downstream, **we prioritise close collaboration with all partners across the entire value chain**. This partnership is not solely focused on shared economic success; it also emphasises our commitment to giving back to society.

Sustainable corporate governance within the FIEGE Group is a fundamental aspect of this pillar, along with the clear definition of binding standards for selecting our suppliers. In turn, our suppliers commit to adhere to the **Supplier Code of Conduct**, which defines environmental and socially responsible criteria.

Fields of action and focus topics

Our sustainability strategy with its three fields of action and seven associated focus topics

1 PEOPLE		2 PLANET		3 PARTNERS		
1.1	1.2	2.1	2.2	3.1	3.2	3.3
Working conditions	Training and development	Climate Action and Environmental Protection	Resource Efficiency	Sustainable Corporate Governance	Innovation & Cooperation	Social Engagement
Fair working conditions form the foundation for lasting and productive collaboration.	We believe that empowering our colleagues is essential to our company's success.	We aim to reduce all emissions through the sustainable transformation of our business activities while safeguarding environment.	We promote the responsible and considerate use of natural resources, identify potential savings and adapt our processes accordingly.	We ensure our corporate health through sustainable measures and activities.	We aim to revolutionise the industry by innovating and collaborating with our clients, suppliers and peers.	By supporting regional projects in partnership with municipalities and local communities, we contribute to creating a liveable and safe environment.

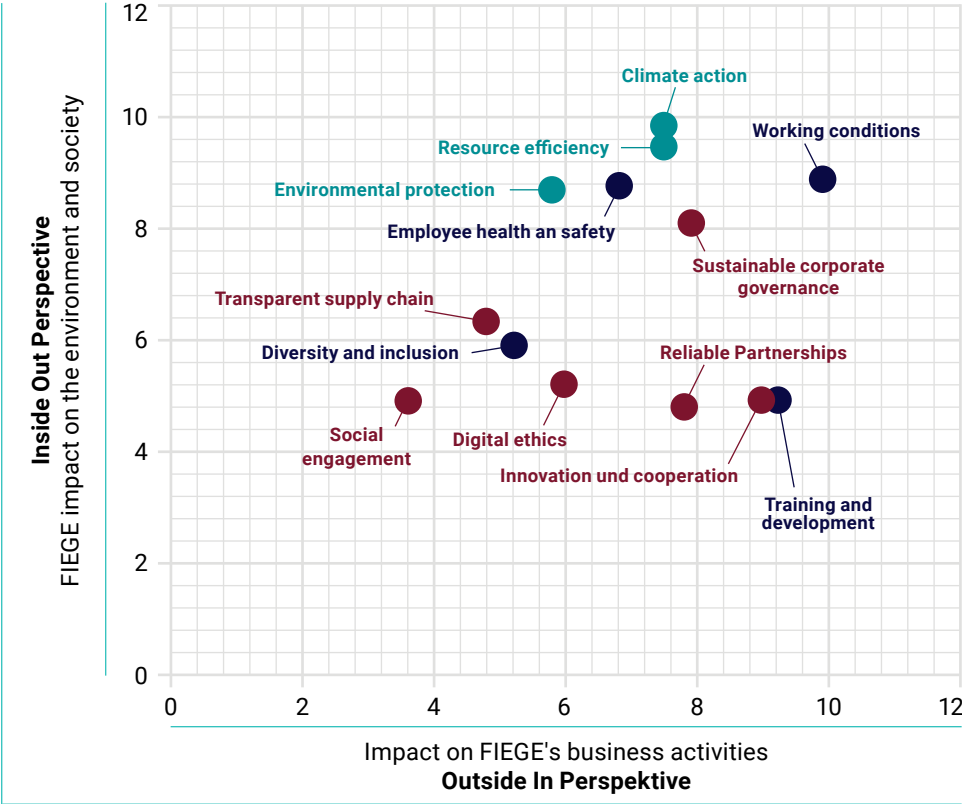
Materiality assessment 2022

Previous sustainability milestones

Our sustainability strategy is up and running – but how do we ensure its successful execution and ongoing relevance? Regular reviews are crucial.

We last conducted a **comprehensive revision** in 2022, which included a materiality assessment in accordance with the **Global Reporting Initiative (GRI)**, a detailed analysis of our business model, and an evaluation of our entire value chain.

One year later, we began incorporating the **Corporate Sustainability Reporting Directive (CSRD)** into our strategy.



Materiality matrix

Overview of all materiality priorities and their respective impact on the environment and society, as well as on FIEGE.

0 = lowest impact
12 = highest impact

The double materiality analysis 2024

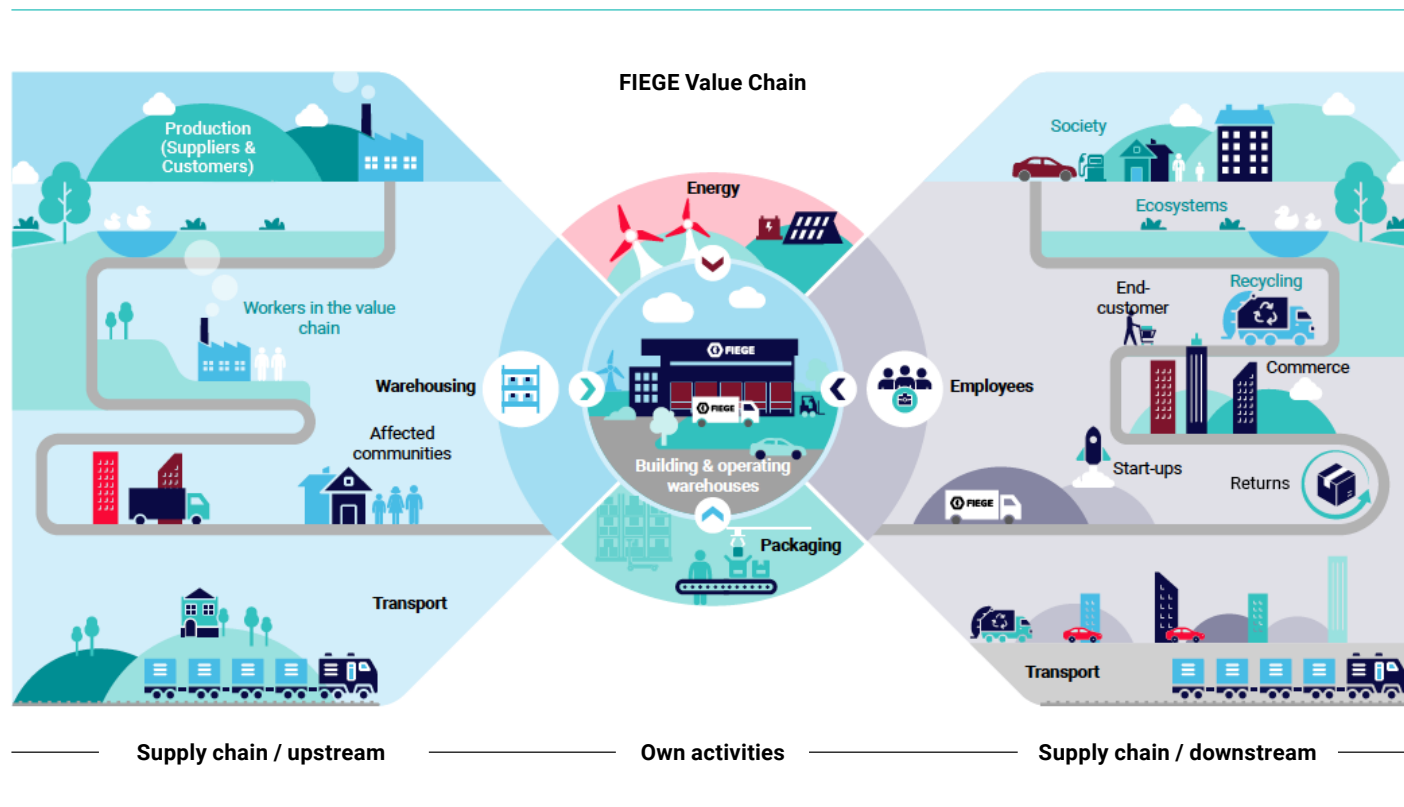
The double materiality assessment

In 2024, we reached another milestone: **a double materiality assessment (DMA)**. This approach identifies the key sustainability themes across the entire FIEGE Group and combines two perspectives:

- **impact materiality**
(environmental and societal impacts, positive and negative)
- **financial materiality**
(financial opportunities and risks)

This holistic approach encompasses the **entire value chain**, examining **interdependencies, risks and opportunities**. Our value chain is divided into three key areas:

1. **Supply chain/ upstream**
2. **Own activities**
3. **Supply chain / downstream**



The three central aspects of the value chain

1. Supply chain / upstream

Together with our partners, we foster a sustainable supply chain that prioritises responsible production and sourcing. Fair working practices are not just a goal for us – they are our daily baseline. At the same time, we continually question our activities: What impact do we have on local communities? How can we create positive stimuli beyond the retail sector?

2. Own activities

Our operational processes are defined by sustainability. In our logistics facilities we utilise renewable energy and implement optimised packaging solutions to conserve resources. Additionally, we place a high value on fostering a fair working environment, offering various continuous professional development (CPD) opportunities to motivate and support our employees for the long term.

3. Supply Chain / downstream

Downstream, we focus on supplying end customers, collaborating with our business partners and managing returns. At FIEGE, we promote a circular economy that supports long-term environmental sustainability through innovative recycling solutions, efficient returns processes and eco-friendly transport methods.



The double materiality analysis 2024

Double materiality assessment approach

For a comprehensive assessment, we incorporate regulatory requirements such as the **EU taxonomy** and **GRI standards**. Additionally, we consider **studies, industry reports and competitive analyses** to enhance this foundation, ensuring that we not only meet legal requirements but also exceed them wherever possible.

A **practical example** illustrates the process: consider the construction of a **new logistics property**. In this case, we assess:

- Impact materiality

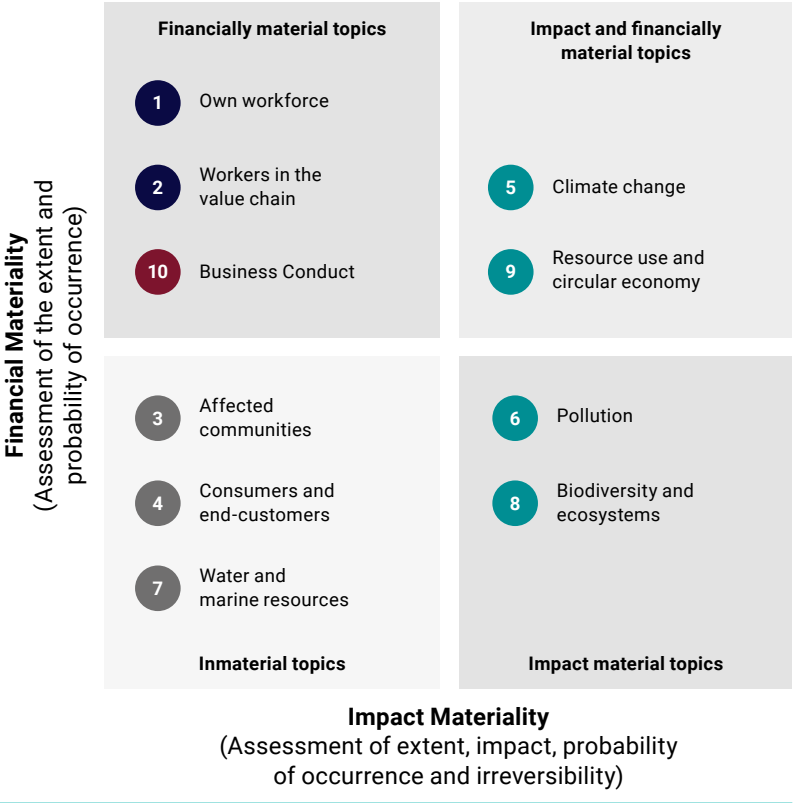
→ What is the **impact** of our activities on the **environment and society**?

→ How does soil sealing affect **climate and biodiversity**?

→ What are the consequences of the construction project for the **local community**?
- Financial Materiality

→ How do **external sustainability issues** affect our company?

→ What are the **financial opportunities or risks** for FIEGE?



Infobox

ESRS standards: The **European Sustainability Reporting Standards (ESRS)** are binding standards for sustainability reporting in the European Union.

They were introduced as part of the **Corporate Sustainability Reporting Directive (CSRD)**.

The ESRS standards cover various areas of sustainability, including **environmental, social and governance issues**.

FIEGE Sustainability Strategy			Link to the ESRS standards of the CSRD	
1 PEOPLE	Working Conditions		Own Workforce	
	Training and Development			
	Diversity and Inclusion			
	Occupational Health and Safety			
2 PLANET	Climate Action and Environmental Protection		Climate Change	
	Resource Efficiency		Pollution	
3 PARTNERS	Sustainable Corporate Governance		Biodiversity and ecosystems	
	Innovation and Cooperation		Resource use and circular economy	
	Social Engagement		Business Conduct	
	Digital Ethics			
	Supply Chain Transparency			
	Dependable Partnerships		Workers in the value chain	



Sustainability is a central pillar of our future. The implementation of our strategy is an ongoing process that transforms our vision into reality: a sustainable transformation.

Stakeholder engagement as the foundation

Our approach prioritises **dialogue with stakeholders**. Surveys, discussions and interviews with clients, employees, suppliers, investors and the community help us to identify the most relevant topics.

This ensures that our strategy **is comprehensive** and aligned with actual needs.

In-house stakeholders

Workshops and **questionnaires** help us to incorporate:

- **Members of the Executive Board**
- **Senior managerial levels**
- **Central functions**
- **Works council**
- **Points of contact for sustainability at the various business units.**

Out-of-house stakeholders

Interviews and **questionnaires** help us to integrate:

- **Clients**
- **Investors**
- **NGOs**
- **Academics**
- **Suppliers**
- **Government authorities**

From assessment to implementation: A roadmap for sustained success

After completing the materiality assessment, we focus on the next step: the **systematic collection of data and the implementation of concrete measures**. This structured approach ensures that our strategy is not only ambitious but also **effective**.

1. Understanding the status quo: Comprehensive review of the current situation

In a first step, we conduct a **detailed Gap analysis** to examine the available data and identify any gaps. A clear understanding of the status quo is essential for establishing a solid **baseline for the future**.

2. Developing objectives together: Ambition meets realism

With the insights gained, we gather stakeholders – including Executive Board members, specialist departments and Regional Units – to share their perspectives and expertise. Together, we formulate **objectives** that are both challenging and realistically achievable. This **collaborative approach** ensures that everyone involved supports the strategy and actively advocates for its implementation.

3. From idea to impact: Value-adding activities

The defined objectives are translated into **actionable activities**. This makes them directly implementable. Our approach: activities that deliver not only short-term results but genuinely add value in the long term – for FIEGE, our partners, and for society.

Responsibilities in sustainability management

Corporate Sustainability (CS) is at the **heart of our sustainability management**, guiding the implementation of our sustainability objectives. CS ensures that all sustainability activities – both internal and external – are **communicated transparently**.

This also includes the coordination of all activities within the framework of the **Supply Chain Due Diligence Act (LkSG)**.

The progress of these measures is continuously monitored to ensure a long-term effect. These efforts enhance the trust that investors, clients and other stakeholders place in us.

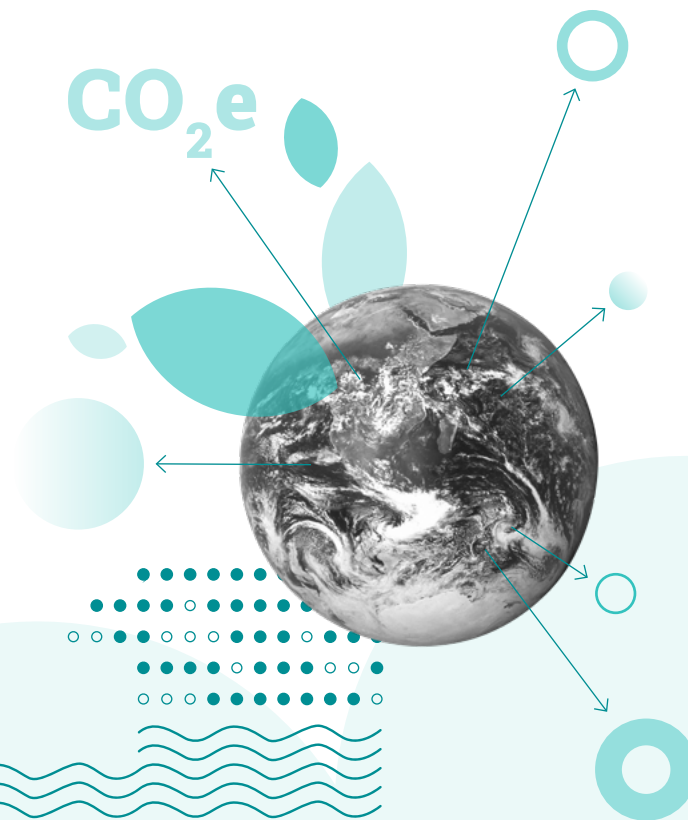
Strategy and integration

Developing a comprehensive and integrated sustainability strategy that permeates all business units is one of our core objectives. This strategy ensures that **CSRD stipulations** and other legal requirements are not only met but are proactively

integrated into our corporate culture. A particular focus is placed on **reporting social and environmental activities** to transparently document our progress.

Climate action and CO₂e balance sheet

One of the department's key responsibilities is the centralised **collection and analysis of CO₂e emissions across the entire value chain**, from upstream to downstream business processes. Based on these emissions assessments, we develop specific actions to reduce emissions and ensure compliance with the Science Based Targets initiative (SBTi).



Stakeholder dialogue and active participation

Sustainability thrives on dialogue. The department actively engages with different stakeholders – from investors to clients and employees – to incorporate their perspectives into the sustainability strategy.

As previously mentioned, **surveys, discussions and interviews** serve as the foundation for this exchange, ensuring that all relevant opinions are considered.

Sustainability Excellence Manager

Our **robust network** of national and international specialists embeds sustainability directly in their respective business units, ensuring that this critical topic is actively incorporated into day-to-day operations.

Cooperation with central departments

Sustainability is a collaborative effort, with various specialist departments playing essential roles in data collection and the development of measures. This includes:

- **People & Culture**
- **Site, waste and facility management**
- **Energy and transport management**
- **LkSG coordinators; purchasing and travel management**
- **Quality management**

Sustainability in corporate governance

Sustainability is a fundamental component of our **corporate governance** and is strategically promoted in Executive Board meetings, shareholder meetings and other management meetings. **Centralised decisions** focus on initiatives such as:

- Joining the **Science Based Targets** initiative to establish credible climate commitments
- Identifying strategic **ESG focus areas** that form the foundation for the company's sustainability alignment
- **Investing in sustainable solutions**, including the installation of photovoltaic systems, the acquisition of electric trucks and the construction of sustainable logistics properties.

Strengthening our commitment to corporate sustainability

We enhance our sustainability contributions, through **partnerships** that foster collaboration and and promote the exchange of best practices and dialogue with stakeholders. Additionally, our **memberships** in leading sustainability initiatives provide valuable platforms through which to continuously improve our commitment.

Scores and evaluation criteria: Guiding our progress

The various scores and evaluation criteria are more than just numbers; they help us **measure our progress** and communicate our efforts transparently.

Beyond that, **they enable us** to respond to feedback, ensuring that we never remain stagnant. Instead, we strive for continuous improvement. This approach allows us to not only meet the expectations of our stakeholders but also actively contribute to creating a sustainable blueprint for the future.

By applying recognised standards, we not only establish **comparability** but also signal our **serious commitment to a sustainable future**.



Memberships



econsense

The **econsense competence programme** provides practical, consolidates sustainability topics, offers relevant information for medium-sized enterprises, and delivers updates on legal amendments. It also facilitates expert exchanges and networking opportunities.



Bundesvereinigung Logistik

We are proud members of BVL, a prominent **European network for logistics and supply chain management**. BVL advocates for the promotion of **innovation and sustainability** within the logistics sector, and we are especially committed to the “Shaping Sustainably” focus. Here we are an active member of the expert group “Materiality analysis according to the CSRD”.

Initiatives



Science Based Targets initiative

The Science Based Targets initiative (SBTi) provides a framework for setting **science-based climate change mitigation targets**. In 2023, we signed the Commitment Letter. Our targets will be validated at the beginning of 2025.



Diversity Charter

In early 2024, FIEGE joined the Diversity Charter, an **initiative that encourages diversity within companies**.



United Nations Global Compact

FIEGE is a member of the United Nations Global Compact (UNGC), an initiative that **promotes sustainable business practices**.



Sustainable Development Goals

The 17 Sustainable Development Goals established by the United Nations form part of a **global plan** aimed at **promoting sustained peace and prosperity** while protecting our planet.

Ratings



Carbon Disclosure Project

The CDP is an organisation which evaluates climate change initiatives and **assesses companies' transparency regarding their environmental impacts**. Our score has improved year on year since 2021.



EcoVadis

Ecovadis assesses the **sustainability performance of companies** in areas such as environment impact, labour laws and human rights, ethics and sustainable procurement. The entire FIEGE Group has been participating since 2023.

How does EcoVadis rate?

A total of **21 criteria** from **four impact areas** (environment, labor and human rights, ethics and sustainable procurement) play a role in the assessment. They are based on assessment standards such as the Global Reporting Initiative, the UN Global Compact and ISO 26000.

Corporate sustainability 2024 – A year of milestones

2024 will be remembered in the history of the FIEGE Group as a **milestone** year: we received the prestigious **German Sustainability Award (DNP)** for companies in the **Transport and Logistics Sector** category.

This accolade is testament to the **dedication of our 22,000 employees around the world**, who work with passion every day to implement our sustainability strategy.



The year 2024 marked another significant chapter in the further development of our commitment to sustainability.

Progress in data transparency – A key to success

Another significant achievement in 2024 was the **enhancement of data transparency**. For us, this improvement is essential for accurately assessing and managing emissions, waste and supply chain risks with greater precision.

An incentive, not a final destination

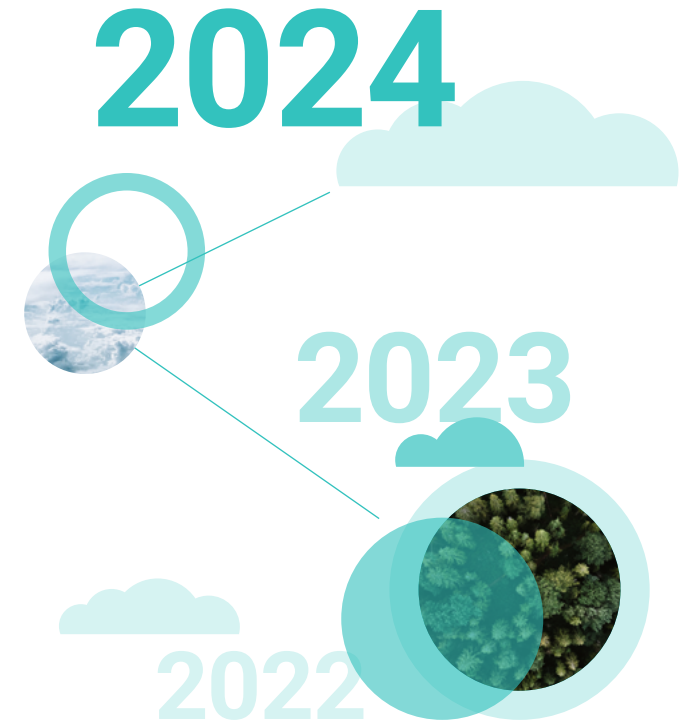
We recognise that we are still far from reaching our ultimate goal. This accolade acknowledges that we are on the **right path** and serves as an incentive to push even further. Sustainability is an **ongoing commitment** that continually presents us with new challenges.

With a **strong team** and the **support of our clients and partners**, we are determined to pursue our journey – constantly looking for new ways to preserve our planet for future generations.

Goals for the 2024 Sustainability Report

Our 2024 Sustainability Report encompasses all activities of the FIEGE Group and its subsidiaries. The information is compiled using the same consolidated baseline as our financial reports to ensure clarity and comprehensibility.

This report covers **the entire value chain**, from our in-house processes to our external supply chain and client relationships. This **comprehensive approach** provides us with a holistic view of our sustainable activities, incorporating all relevant corporate areas and partners. We aim for our sustainability efforts to remain clear and transparent, as **transparency is our top priority**.



Field of action 1

People

We have
something
special for you:
our appreciation.

Focus Topics

- 1.1 Working conditions
- 1.2 Training and development



1 PEOPLE	
1.1	1.2
Working conditions	Training and development
Fair working conditions form the foundation for lasting and productive collaboration.	We believe that empowering our colleagues is essential to our company's success.

People & Culture (P&C) is an integral part of FIEGE's corporate strategy, embodying a culture of diversity, teamwork and personal development.

Our goal is to create an **inspiring work environment** where all employees feel valued and included every day. We focus on **long-term personnel strategies** that foster commitment and facilitate the growth of our teams.

Whether our employees are new to the company or have been with us for decades, they are the heart of our success. For this reason, we invest not only in their professional development but also ensure they have meaningful tasks and optimal opportunities for professional and personal growth. Additionally, the health, safety and well-being of our employees are our highest priorities.

- What are the prerequisites for an inclusive, high-performing community?**
- Focused **development programmes**
 - **Open leadership and corporate culture**
 - **Equal opportunity and fairness**
 - **Diversity and teamwork**
 - **Measurability and continuous improvement**

Cultural Diversity

As an internationally operating **family business**, we take pride in the diversity present at our locations.

We collaborate with individuals of various nationalities, social backgrounds, religions, ethnicities and sexual orientations. It does not matter where people come from, how they spend their free time, or whom they love.

The seven **dimensions of diversity**, as advocated by the Diversity Charter, serve as an important framework for us – encompassing both the Inner and Outer Dimensions of diversity.

→

This diversity is a fundamental pillar of our success.



Source:
www.charta-der-vielfalt.de,
Figure above left freely adapted
from Gardenswartz and Rowe:
"4 Layers of Diversity"

Cultural Diversity

We are committed to fostering a respectful, open and non-discriminatory **corporate culture**. To achieve this, we implement various initiatives, including:

- **Culture-Promoting Measures:** Establishing diversity networks (e.g., for women) and mentoring programmes aimed at supporting underrepresented groups.
- Training Seminars: Offering training sessions as part of our **managerial training programmes**.
- Ongoing Assessment: **Regularly measuring employee satisfaction** with our Diversity Dimensions through surveys and taking actionable steps based on the feedback received.

We strive to ensure that all employees, applicants and business partners are treated equally, regardless of their ethnicity, age, gender, disability, religion or sexual identity. This commitment is a core principle of our values.

Our company maintains a zero-tolerance policy towards discrimination, sexual harassment or any form of unfair treatment. The physical and mental integrity of our employees is our top priority.

Diversity and Inclusion

Equal opportunity is essential at every stage – from recruiting new talent to providing targeted support for our employees.

By signing the **Diversity Charter**, we have reinforced our commitment to fostering a workplace where everyone feels valued.

This commitment extends beyond our organisation; we expect our **suppliers and partners** to eliminate any form of discrimination as well. We prioritise fair and transparent collaboration, from selecting new business partners to daily interactions.

The connection between diversity and economic success is underscored by a nationwide initiative among German family businesses. Together, we are making a unified statement for openness and tolerance under the motto **“Made in Germany – Made by Vielfalt”** (Initiator: Vorwerk). Diversity – or Vielfalt – is not only a matter of values; it is a crucial success factor for our future.

→
We stand for openness
and tolerance through
our commitment to the
“Made in Germany –
Made by Vielfalt” motto.



Responsibility and Human Rights

As FIEGE group, we affirm our **commitment to compliance with internationally recognised human rights standards** and pledge to uphold the following fundamental principles:

- Universal Declaration of Human Rights (Resolution 217 A (III) 1948)
- ILO Declaration on Fundamental Principles and Rights at Work (1998)
- UN Guiding Principles on Business and Human Rights (2014)
- the Ten Principles of the UN Global Compact (2015)
- the United Nations 17 Sustainable Development Goals (2015)

These principles guide our actions across all dimensions of our operations. By implementing sustainable HR strategies, providing opportunities for our employees and actively advocating for diversity and human rights, we are shaping a sustainable future for everyone.

Governance and Risk Management

Our mission is to identify **potential human rights violations** within our company and throughout our entire supply chain as swiftly as possible. With our growing experience in this area, our responses are becoming increasingly rapid, efficient and preventative.

The responsibility for our initiatives in this field lies with the Executive Board of the FIEGE Group and specially designated departments. All employees work collaboratively to strengthen our commitment to human rights. This team spirit enhances our understanding and compliance with human rights standards.

→
Thanks to our growing experience in the field of human rights, our actions are ever faster, more efficient and more preventative.

Focus topic

1.1 — Working conditions

We believe
in fairness.



1.1 Working conditions

Appreciative corporate culture

Key components that create an appealing framework and attract highly qualified employees for the long term include:

- Competitive **remuneration packages**
- **Flexible working** time models
- A safe and trustworthy **working environment**

Fair and transparent remuneration structures

We advocate for **equitable and balanced remuneration** that reflects the job performance of our employees, including those in lower-wage categories. Naturally, we comply with all labour law stipulations. Regular risk assessments enable us to continuously optimise working conditions.

Our managers undergo comprehensive training, and employee representation has been integrated for years. Relevant communication and decision-making processes are well-established. We support collective bargaining agreements and negotiations, actively working to address any discrepancies.

Compliance with data protection regulations is our highest priority. Specially trained Data Protection Officers are involved in all significant processes and projects to ensure the protection of personal data.

→
Compliance with data protection regulations is our highest priority.

People & Culture Index

At FIEGE, our vision is to cultivate a **people-centric corporate culture**. To actively drive this vision, we initiated a pioneering transformation project two years ago, completely revamping and enhancing our **Human Resources** function: **People & Culture**.

At the heart of this transformation is our **People & Culture Index**. This index measures and guides our cultural transformation, signalling our commitment to a modern, future-proof and people-centric corporate culture.

The People & Culture Index enables us to quantify our achievements. Through regular self-assessments across all FIEGE units, we gain valuable insights that inform measures aimed at enhancing both satisfaction and commitment over the long term. Additionally, another FIEGE unit will conduct a review to ensure consistency and transparency.

People & Culture Index

The People & Culture Index is a **self-assessment tool** designed to measure the progress of our transformation process from Human Resources to People & Culture.

All FIEGE branches and organisational units participate in this self-assessment, driving the transformation forward in line with our objectives.

The foundation of the People & Culture Index includes sub-goals under the categories of **WIN, KEEP, DEVELOP and CULTURE**, along with a standardised assessment rating.

The Index is further supported by **culture-promoting projects and accompanying documentation** that serve as a guideline for individual development.

Key objectives of the People & Culture Index:



→ WIN

- Acquiring top talent
- Placing talent in strategically important positions
- Achieving growth and diversity goal
- Creating an attractive employer brand and optimal candidate experience



→ KEEP

- Fostering a positive working environment
- Ensuring employees feel valued
- Implementing measures geared towards long-term success



→ DEVELOP

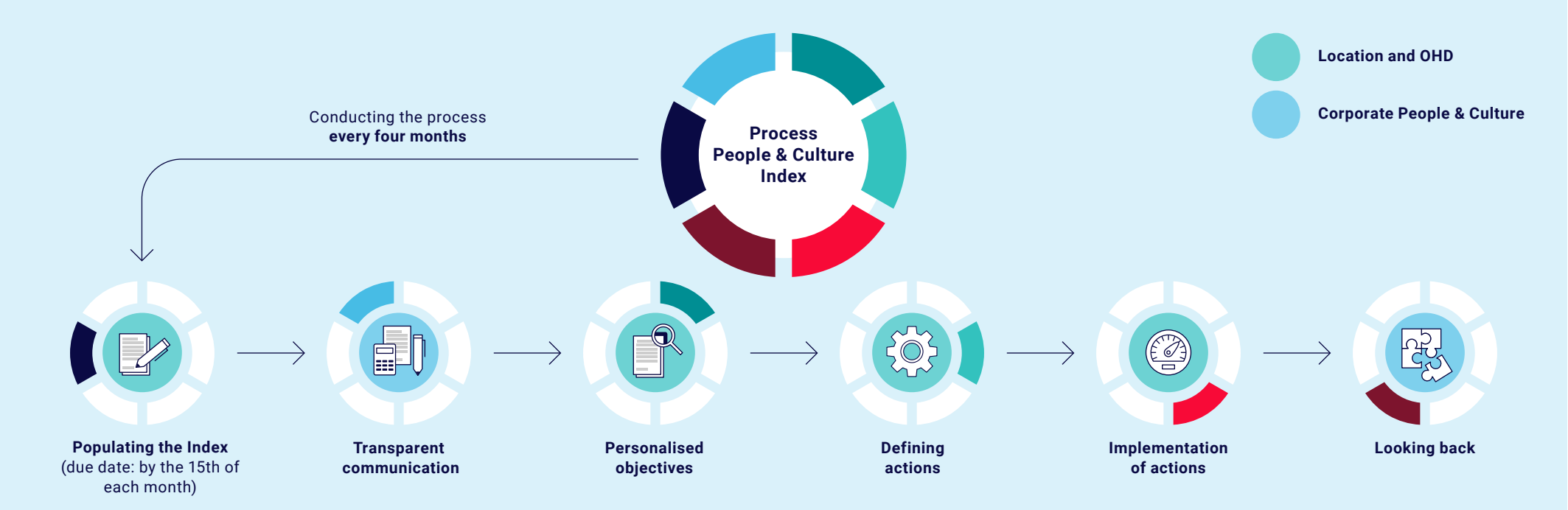
- Promoting specific talent development
- Facilitating personal continuous professional development (CPD) and career opportunities



→ CULTURE

- Establishing a uniform corporate culture
- Focusing on identification, teamwork and shared values

How do we work with the People & Culture Index?



Who works where at FIEGE?

We are excited to report that **almost 22,000 people** now belong to the FIEGE family. This figure represents a decrease of approximately 1% compared to the previous year. The reasons for this decline are varied, stemming from regional, gender-specific and age-related changes in our employment structures.

These developments are influenced by geopolitical factors and strategic adjustments to changing market conditions. While some regions are benefiting from an economic upturn and an increasing demand for logistical services, others are encountering structural challenges that necessitate realignment.

	2023	2024	Growth / decline	External (FTE)
FIEGE Group	21,980	21,696	- 1.0%	5,745
Belgium	142	163	+ 14.8%	135
China	82	49	- 40.2%	55
Germany	12,621	12,122	- 3.9%	2,048
Italy	2,329	2,523	+ 8.3%	1,506
The Netherlands	142	130	- 8.5%	14
Austria	68	76	+ 11.8%	61
Poland	5,404	5,378	- 0.4%	1,418
Switzerland	406	426	+ 4.9%	0
Singapore	33	32	- 3.0%	19
Slovakia	39	36	- 7.7%	2
Czech Republic	306	341	+ 11.4%	178
Turkey	1	1	± 0	÷
Ukraine	100	135	+ 35.0%	0
Hungary	307	284	- 7.5%	309

Employee Turnover by Location


Naturally, the **turnover rate** varies across regions, but it provides valuable insights into employee satisfaction. Analysing this data helps us understand what areas require improvement, what we excel at and what truly matters to our workforce.

At our largest location in **Germany**, the turnover rate stands at **21%**, indicating a significant level of personnel movement in an ever-changing work environment. Austria reports a turnover rate of **14%**, while **Switzerland's** rate is **11%**. In contrast, **Belgium**, enjoys a more stable rate of **6%**. These figures allow us to fine-tune our working cultures and conditions accordingly.

Hungary offers a particularly dynamic environment with a wide range of development opportunities. The current **high fluctuation rate of 49%** provides important insights into key influencing factors that can be actively shaped. For example, it is clear that the increased sensitivity to remuneration in the wake of the high inflation rate is strengthening awareness of fair and attractive remuneration.

There is also a greater focus on **health aspects**, particularly at locations with physically demanding activities – an opportunity to further optimize working conditions and secure productivity in the long term. **Different shift models** and **geographical locations** offer additional scope for innovative solutions in the area of work organization.

In addition, **return movements to the home country** or **transfers within Europe** reflect the mobility and international networking of the workforce



Analysing this data helps us understand what areas require improvement, what we excel at and what truly matters to our workforce.

Employee Turnover by Location

Country	Fluctuation rate (unadjusted)	Fluctuation rate (adjusted*)	Reason
Belgium	6,7%	6%	
China	38.7%	32%	Significant downsizing of our business
Germany	26.1%	21%	
Italy	11.6%	9%	
The Netherlands	27.1%	22%	
Austria	17.1%	14%	
Poland	25.9%	21%	
Switzerland	14.1%	11%	
Singapore	53.1%	43%	Significant downsizing of our business
Slovakia	11.1%	9%	
Czech Republic	19.6%	16%	
Turkey	0%	0%	
Ukraine	46.7%	38%	Current crisis region
Hungary	60.2%	49%	See description in text p. 36

Infobox

Fluctuation rate according to the CSRD

The Fluctuation rate according to the CSRD is the ratio between departures in 2024 and the headcount (for staff turnover) as at 31.12.2024.

“Adjusted” staff turnover rate takes into account volume declines, business losses or insolvencies.

* Including volume declines, business losses or liquidations

Employment development

A notable development is the **increase in full-time employment rates by a solid 5%**, while **part-time employment fell significantly by 5%**. We place great importance on fostering long-term and stable relationships with our employees, it is even more gratifying that this commitment is yielding results.

Gender Distribution:

Women

The total number of female employees has **decreased slightly by 1%**, although the trend towards full-time employment continues.

Men

The number of male employees **rose by 4%**, particularly in full-time positions.

In this context, we have observed that the full-time employment model is increasingly influential in our employment strategy. At the same time, we continue to offer attractive part-time options to help employees balance their work and personal lives.



Employment relationship & gender

		2023	2024
Women	Full-time	36%	36%
	Part-time	12%	10%
Men	Full-time	41%	45%
	Part-time	11%	9%
Total	Full-time	77%	82%
	Part-time	23%	18%

Age-specific developments

The age structure of our workforce highlights developments that reflect evolving challenges and opportunities in HR management.

Younger employees

The slight **decline of 2%** in the number of employees aged under 30 underscores the ongoing challenge of attracting and retaining young talent for the long term.

Middle age group (30 – 50)

In contrast, we have seen a **clear increase of 7%** in this age group, indicating a growing, stable and experienced workforce.

Mature employees (50+)

The **4% decline** in the number of employees aged 50 and older by can be attributed, in part, to a higher number of retirements.

Age structure

		2023	2024	Δ 2023/2024
Women	< 30 years	10%	9%	– 4%
	30 – 50 years	23%	24%	6%
	50 + years	15%	14%	– 7%
Men	< 30 years	11%	11%	1%
	30 – 50 years	25%	26%	8%
	50 + years	17%	16%	– 2%
Total	< 30 years	20%	20%	– 2%
	30 – 50 years	48%	50%	7%
	50 + years	32%	30%	– 4%

Fixed-term vs. open-ended contracts

Is it possible to have a viable HR strategy without stable employment relationships? It would be challenging. That is why we place great importance on the fact that over **82% of our employees are contracted under open-ended employment relationships** while the remaining 18% have fixed-term contracts.

By focusing on open-ended employment, we create a **reliable foundation** for our workforce and **bolster our reputation as a reliable employer**. Nevertheless, we also offer flexible employment models to accommodate different life situations and market demands.

Contract types

	2024
Open-ended	82%
Fixed-term	18%



Conclusion

Our clear goal is to create safe, **long-term employment opportunities** while **supporting and developing the employees** who have been loyal to us for years. Together, we aim to build and achieve great things around the world.

To this end, we focus on **initiatives that promote young talent** and **foster a diverse workforce**. At the same time, we are committed to stabilising our headcount in core markets and even expanding it. By doing so, we ensure our long-term competitiveness and actively shape the future of work.

Outlook

- Through **target group-oriented recruiting measures**, we want to **strengthen our U30 workforce in particular**.
- Despite a challenging economic environment, we are striving to **maintain the employment rate of permanent employees**.

Focus topic

1.2 — Training and Development

We believe in
always going
the extra mile
with our team.



1.2 Training and Development

Talent development – identifying and promoting talent

At FIEGE, development is not a matter of chance; it is a strategic outcome. Our **talent development process** is designed to support employees who wish to advance their careers intentionally. In 2024, we launched this approach internationally, enabling us to identify and actively support a significant number of talented individuals.

What does this support look like in detail?

1. In a structured **development review**, we jointly define targeted positions for each individual.
2. Personal strengths are highlighted, and based on these insights, **tailored development plans** are created to address future challenges and align with the targeted positions.

The pathway: talented recruits are considered for open positions through close collaboration with our recruiting team. By combining practical training, personalised support and purposeful mentoring – **guided by the proven 70-20-10 learning model** – we facilitate a smooth transition into daily work routines.

To determine the most effective measures, we leverage the extensive **offerings of the FIEGE Academy**.

The results speak for themselves: nearly half of the top talent identified during the last cycle have already transitioned into new positions within the FIEGE Group.

Furthermore, we are continuously evolving our HR strategy. We prioritise a skill-based and data-driven approach that future-proofs our processes and tools.

Infobox

70-20-10-Model

The 70-20-10 model is a learning and development approach that states that: **70% of learning** takes place **through practical experience**, **20% through social interaction** and **10% through formal education**.

Nearly half of the top talent identified during the last cycle have already transitioned into new positions within the FIEGE Group.



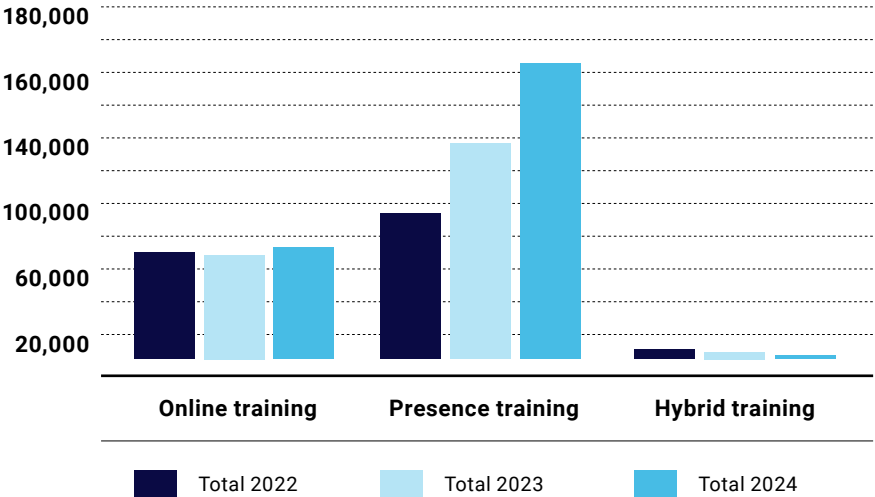
The launch of the **Academy Campus** in 2024 marks an important milestone for our FIEGE Academy.

The Campus combines modern training facilities with expansive green areas, creating a vibrant **space for knowledge, collaboration and strategic development**. In addition to the learning system of the FIEGE Academy, we now a physical location dedicated to learning.

Training seminars, team events, workshops and offsite meetings are hosted here, providing opportunities for **creativity and strategy development**. Alongside this increased space, our training offerings have continually evolved.

Data from the past three years indicate that our training programmes remain highly attractive.

Seminars & training formats
(incl. mandatory seminars) in training hours



While **hybrid training** formats are slightly declining, **in-person formats** are gaining prominence, fostering direct exchange and interaction among participants.

A key factor driving the notable increase in training days per employees is our goal **to reach all employees with targeted continuing professional development (CPD) content**.



In-House CPD Formats

Last year, we aimed to **expand our in-house CPD offerings**, recognising the strong demand for these programmes. The numbers prove us right.

New Additions to the Portfolio:

- Mini-MBA in cooperation with the University of Münster
- In-house training programme to become a coach
- CPD catalogue focused on Change Management
- Coaching concept specifically for shift supervisors
- Analyze and prepare data

In times of constant change and growing professional challenges, **coaching** is becoming increasingly important as a tool for personal and professional development. This is why we at the FIEGE Academy have launched the **coaching concept for department heads**.

This program focuses on the **individual development of managers and team building**. The concept offers participants holistic support through a unique 3-way combination of **workshop, individual and peer coaching**. The program can be seen as the future of corporate learning: directly at the workplace, on a regular basis, tailored to what participants really need on the ground and – sustainably.

In addition, FIEGE's open culture has always allowed mentors and mentees to come together and work together more informally. Through our mentoring program, additional employees who previously did not have the necessary network or

knowledge also had the opportunity in 2024 to use our centrally managed **mentoring program** and find a suitable mentor trained by the FIEGE Academy.

With offerings such as **language classes** in over nine different languages, **training sessions and workshops** for all employees, the FIEGE Academy ensures accessible opportunities for personal development. Additionally, we provide numerous low-threshold, free formats to further enhance accessibility.

One notable CPD campaign, "How to Give a Compliment", highlighted the FIEGE Compass dimension of appreciation. This initiative successfully integrates **topics like feedback and recognition** into daily work routines, further enriching FIEGE's development culture.

* With its six dimensions, the FIEGE Compass forms the basis for good collaboration and leadership and has replaced our leadership guidelines since 2021.

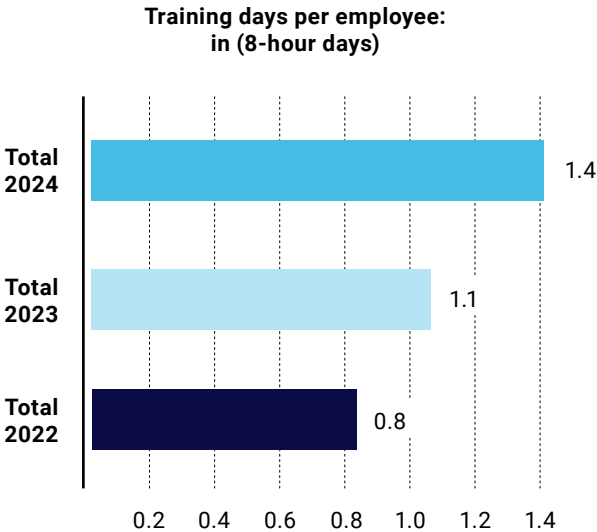


Motivating Employees

For the second consecutive year, employee satisfaction with our Learning & Development (L&D) offerings has slightly increased, now reaching a score of 4.3 on a scale of 1 to 6. Meanwhile, satisfaction with our management remains consistently high at an excellent score of 5.0. **Our goal is clear: we aim to further improve these scores in the coming year.** At the same time, the increase in absolute training days combined with a slight decrease in the number of employees led to a **higher training rate.**

Increased Awareness

We have observed that employees are **increasingly aware of our CPD offerings.** This awareness motivates us to actively promote a learning culture within the company, fostering clearer pathways for personal development. In particular, our **Eastern European organisations** are focusing on short, practical training sessions that can reach a larger number of operational staff.



Field of action 1

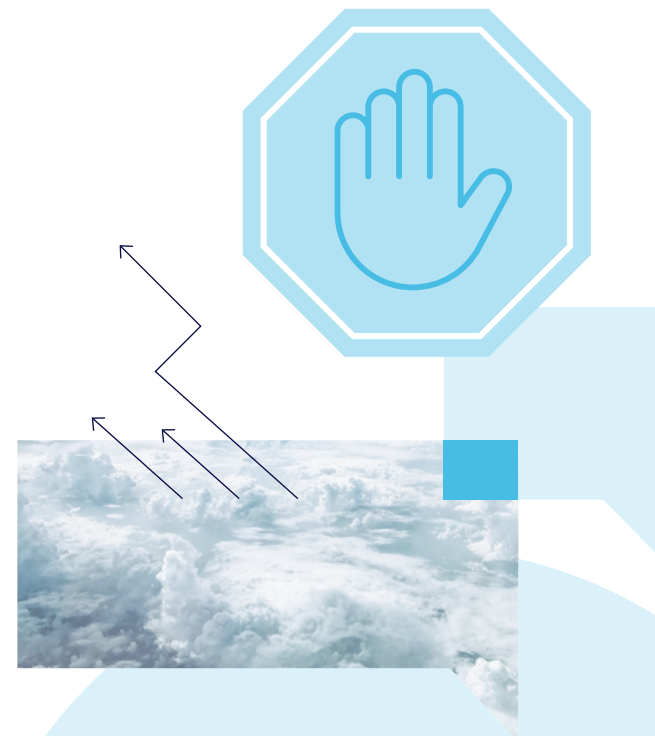
Additional Relevant Topics

Occupational health and safety

At FIEGE, the health and safety of our employees is our top priority. **Every workplace** should be a place where people feel safe and comfortable. To achieve this, we comply with all legal regulations and **actively pursue continuous improvement of our safety standards.**

Our strategy is based on **three pillars:**

- 1. Prevention through risk assessments**
Every workplace undergoes an in-depth assessment to identify and minimise potential risks early on.
- 2. Regular reviews and optimisation**
Both external and in-house security experts continuously evaluate our measures, ensuring that our development remains dynamic.
- 3. Networking and knowledge sharing**
Through our health network, we have created a platform for new ideas, innovative solutions and knowledge exchange between locations.



Occupational health and safety

Our ambitious goals:

We aim to lower our **accident rate by 30.2% by 2030**, compared to the baseline year of 2023.

To achieve this goal, we leverage cutting-edge technology and digital solutions.

1. PPE concept

We have already initiated the expansion of our personal protective equipment (PPE). Currently, we are rolling out a comprehensive PPE concept in collaboration with a reliable supplier. The kick-off for protective footwear has already taken place, and the concept will gradually be expanded to additional areas in 2025.

2. Artificial intelligence

We are currently trialling the AI-assisted Sentics system at five locations. This system aims to prevent forklift accidents through camera surveillance technology.

3. Digital risk assessment

In our pursuit of digital solutions for authorising risk assessments, we are currently undergoing the IT Demand process to launch a standardised SHE (Safety, Health and Environment) software. This software has already been implemented at four locations for an active testing phase and, once approved, will be gradually rolled out across the entire group. It is currently available in seven languages.

4. Implementation of ISO 45001

We are adopting this international standard for Occupational Health and Safety. Starting in 2025, we will commence implementation at our locations in Zülpich and Greven-Reckenfeld as well as at sites with particularly high accident rates.

5. Sharing knowledge, strengthening safety

Twice a year, our central Occupational Health and Safety team organises symposia to share the latest insights and best practices. Additionally, we maintain close dialogue with accident insurers and share our expertise with local networks.

Infobox

ISO 45001

ISO 45001 is an international standard for the **management of occupational health and safety**, which helps companies to create a safe and healthy working environment and minimize risks to the health and safety of employees.

Infobox

Our definition of the accident rate according to CSRD

The accident rate is calculated using the **number of accidents** at work that result in at least three days of absence **per 1 million hours worked at the company**. It should be noted that the day of the accident is not included in this calculation.

Outlook

- Expansion of the **Academy Campus**: A hub for learning and networking.
- Further **increase the number of top talents developed into higher positions** within the FIEGE Group
- Align Academy offerings even more closely to the **needs of our colleagues** at the locations and expand it for industrial staff.
- Take further active measures to **reduce the risk of accidents**.
- The **development meetings** with our employees are tracked centrally in order to compare prospects and development goals and derive measures for individual success.

Field of action 2

Planet

We have
double-checked:
We only have
one planet Earth.

Focus Topics

- 2.1 Climate action and environmental protection
- 2.2 Resource efficiency



2 PLANET	
2.1	2.2
Climate Action and Environmental Protection	Resource Efficiency
We aim to reduce all emissions through the sustainable transformation of our business activities while safeguarding environment.	We promote the responsible and considerate use of natural resources, identify potential savings and adapt our processes accordingly.



Our goal: Contributing to the best of our ability to climate and environmental protection.

Our sustainable mission

The transport and logistics industry bears significant responsibility for the environment, and we must remain acutely aware of this in all our actions. From a global perspective, our sector accounts for a third of worldwide emissions.

Therefore, it is imperative that we work diligently to **reduce our ecological footprint** and promote sustainable solutions.

What could this look like?

- We **optimise our properties** by implementing intelligent energy management systems to lower energy consumption
- We prioritise **renewable energy** sources
- We invest in **alternative drive systems and fuels**
- We **reduce packaging materials** and provide our clients with **guidance on resource efficiency**
- We build **sustainable logistics** facilities
- When we plan logistics facilities, we are already thinking 30 to 50 years into the future, and we want to use **more and more materials that can be dismantled and recycled** in the construction process.

Responsibility at every location

We can only achieve our goals together. For us, sustainability is not just a theoretical concept; it is a practical commitment at every one of our locations. All branches actively contribute to resource preservation, supported by our centralised Energy Management and Corporate Sustainability team, as well as local and industry-specific Sustainability Ambassadors.

Every business unit is involved in minimising emissions.

To reinforce our commitment, we have joined the **Science Based Targets initiative (SBTi)** and set clear goals:

1. **We aim to halve our emissions by 2030**
2. **We have set a target to complete our transformation to net-zero by 2050**

This commitment not only involves **maximising the reduction of CO₂e emissions** but also entails taking responsibility through **financial investments** to offset emissions that we cannot mitigate.

Sensible use of resources

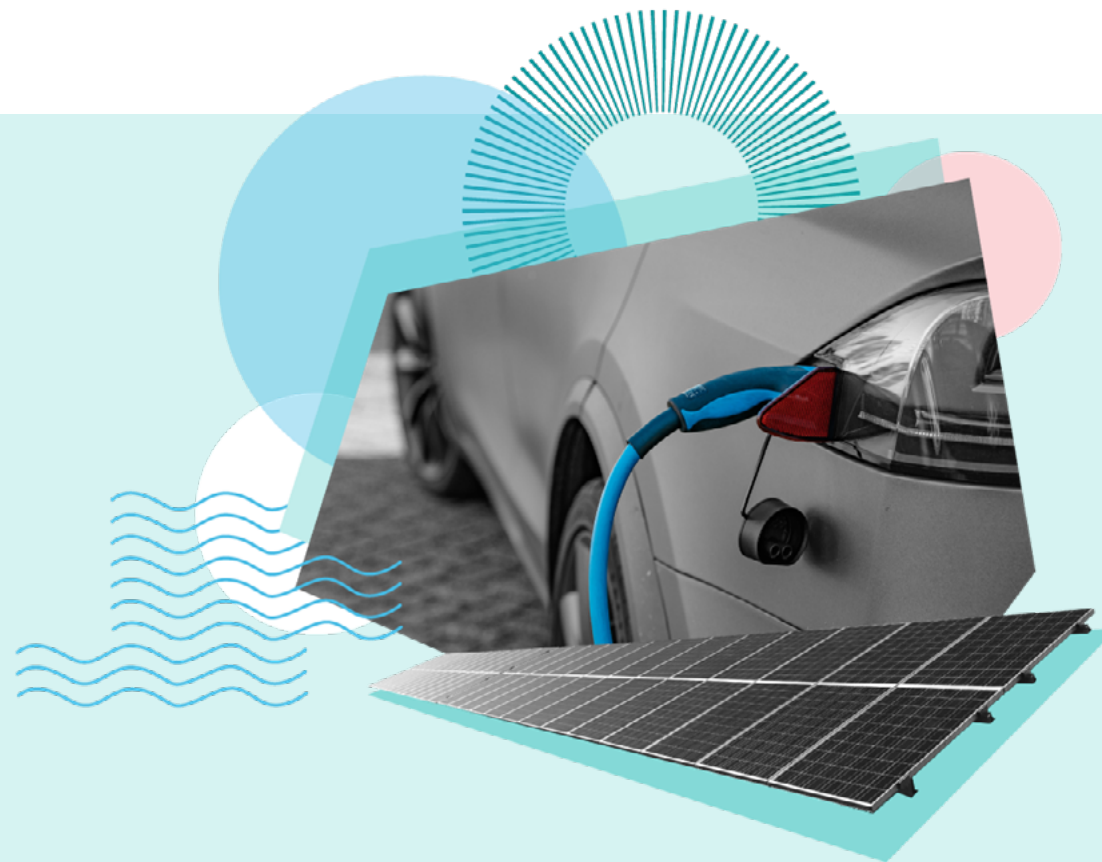
We reject wastefulness. We are committed to the sensible use of natural resources – whether energy, water, paper or plastics. We actively educated our employees on how to use these valuable **resources sustainably**. Our efficient process design, which emphasises waste reduction, is supported by our proven Lean Management approach.

Our mission is to be a sustainable logistics company for the future – for ourselves, for future generations and for our planet.

Focus topic

2.1 — Climate action & environmental protection

Our mission
is to reduce
emissions.



2.1 Climate action & environmental protection



The global climate crisis demands decisive action, and at FIEGE, we take our responsibility seriously.

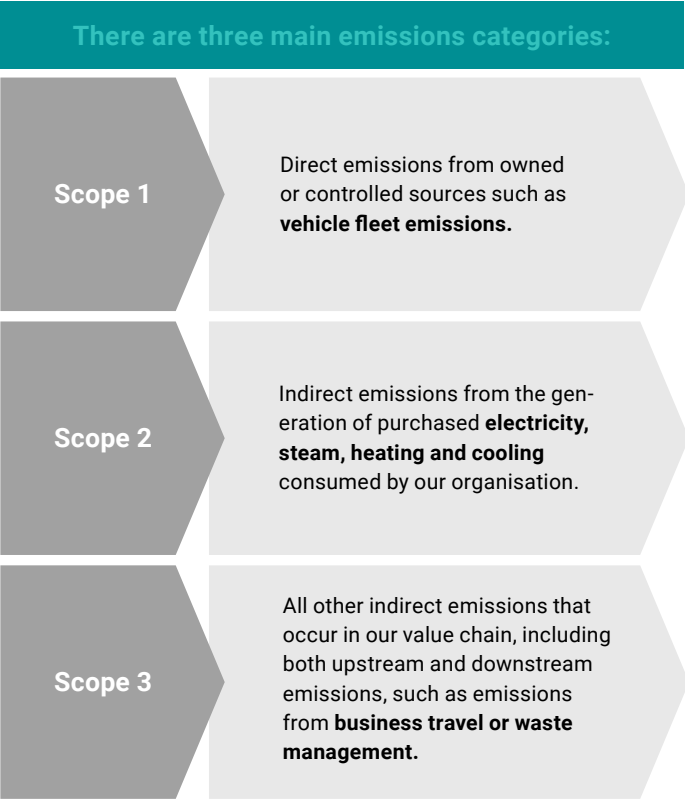
Our journey to the 1.5°C target

We are firmly **committed to meeting the 1.5°C target** and have submitted our emissions reduction goals to the **Science Based Targets initiative (SBTi)** at the start of 2025.

To actively **drive this change**, we have developed a comprehensive transitional plan. This plan includes ambitious guidelines, clear measures and ongoing monitoring to ensure that we not only define our sustainability goals but also consistently implement them.

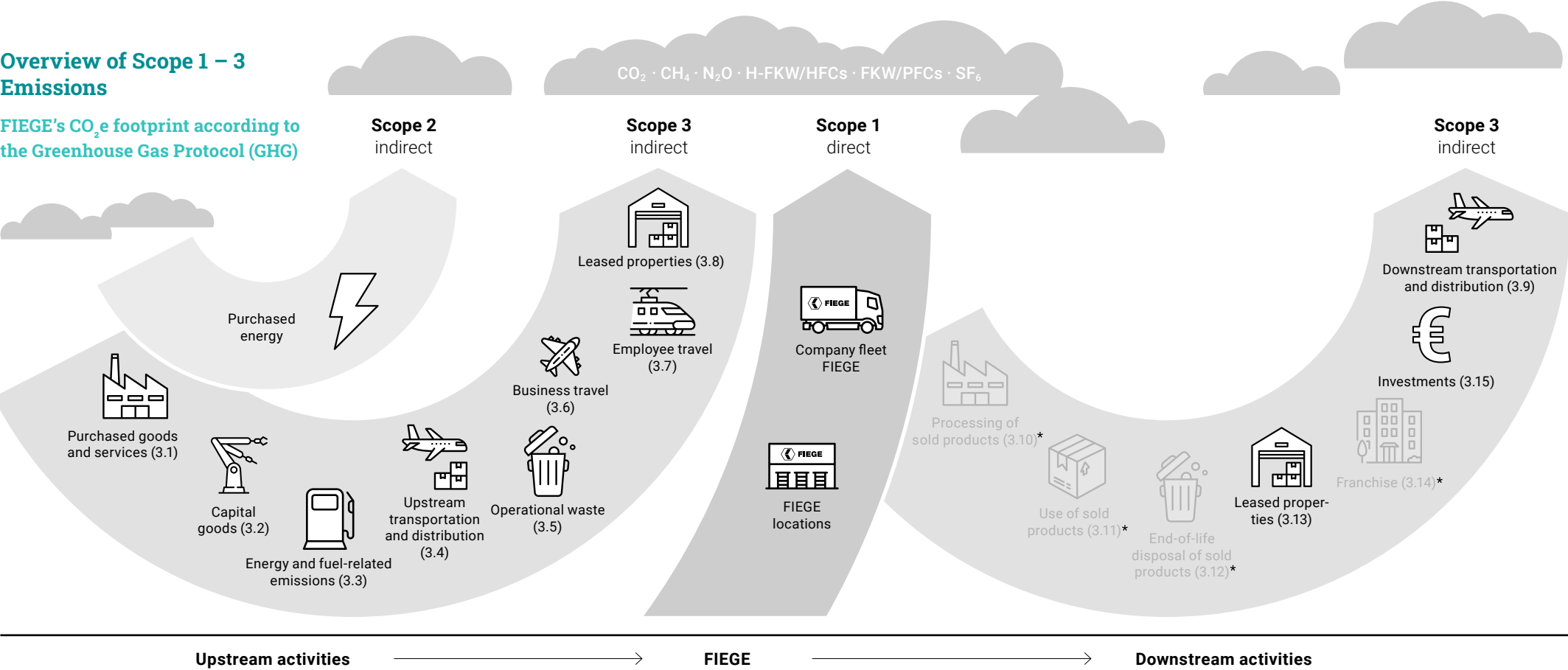
Understanding Emissions: Scope 1, 2 and 3

To effectively mitigate greenhouse gas emissions, we must first **understand their sources and how we differentiate between them.**



Overview of Scope 1 – 3 Emissions

FIEGE's CO₂e footprint according to the Greenhouse Gas Protocol (GHG)



* The categories shown transparently are not relevant for FIEGE and are therefore not recorded.

2024 check-up: progress made and measures taken

In 2024 we continued our persistent efforts to implement our sustainability strategy, focusing particularly on direct emissions under **Scope 1 and Scope 2**. This is where we made the most significant impact.

To ensure our achievements are measurable, we **centralised data collection** and established a **comprehensive reporting system** that monitors our entire value chain.

What does our journey to becoming a net-zero company look like?

Through a bottom-up process, our business units identified over **60 measures** to reduce emissions, both directly and indirectly. The next step involved consolidating all these measures into a **company-wide roadmap** that lays the foundation for our SBTi target. Each business unit developed its own tailored roadmap to address specific requirements and challenges.

Data Analysis and Findings

For FIEGE, this means that the majority of our emissions will be avoided in future by switching to **emission-free energy sources and technologies**. An initial joint analysis with our transport companies has shown that many of them can already switch to sustainable fuels such as HVO (Hydrotreated Vegetable Oil).

With the goal of making decarbonization easier for our customers and as simple, flexible and attractive as possible, we rely on a **Book & Claim concept**. Customers can individually specify the amount of CO₂e they want to reduce. We ensure that these CO₂e reductions are achieved in our supply chain network and credited to the customer.

We have already **identified a number of specific retrofit measures** that can be phased in over the coming months and years. But we have also been working on our **emissions savings** for 2024.

At our service station in Bocholt (60,000 liter capacity), we have already switched completely to HVO. This has already saved more than 260 metric tons of CO₂e since July. In Rangsdorf (50,000 liter capacity), we are currently investigating how to make the switch smoothly.

In addition to switching to alternative fuels, we are working intensively on a **comprehensive data collection** for the greenhouse gas balance of our intralogistics systems – from production to use. We are working closely with suppliers and partners.

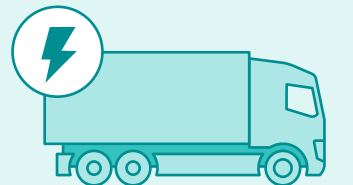
New sustainability report, new data.

We have comprehensively expanded the recording of energy consumption across our locations in the energy portal, and all locations are now integrated into the system.

The integration of all locations in the energy portal enables a more **precise analysis and optimization of energy consumption**.

Our **photovoltaic systems** have also become an even bigger focus: **by the end of 2024, a total of 31,150 PV modules had been installed**. Our long-term goal is to produce more electricity from these systems than our business activities in Germany consume, starting in 2030.

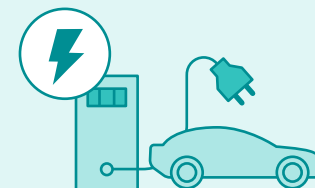
We have also made significant progress in our **intermodal transport initiatives**. For instance, we successfully completed **50 rail transport operations** in 2024 for our client, **Travelite**, with more operations planned for the future. We also carried out **72 rail transports and 142 intermodal transports in Switzerland**.



We have introduced **eight electric trucks** – six in Germany and two in Switzerland

In 2025, **six more electric trucks** will be added.

That shows **our clear commitment** to earth-friendly logistics.



232 charging points for cars were installed until 2024.*

Our current charging capacity is approximately **300,000 kWh** in total.



Currently, **roughly 6% of our logistics space** can be heated and cooled using green heat from renewable sources.

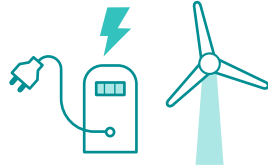
* in Germany

Energy

We want to gradually develop our logistics sites into sustainable power plants that can supply both us and the public grid with green electricity. The **production and use of energy** are at the heart of FIEGE’s energy strategy, which is divided into two main areas:

Energy Management: This team acts not only as an in-house consultant but also as a project team dedicated to advancing and consistently implementing our energy efficiency strategy.

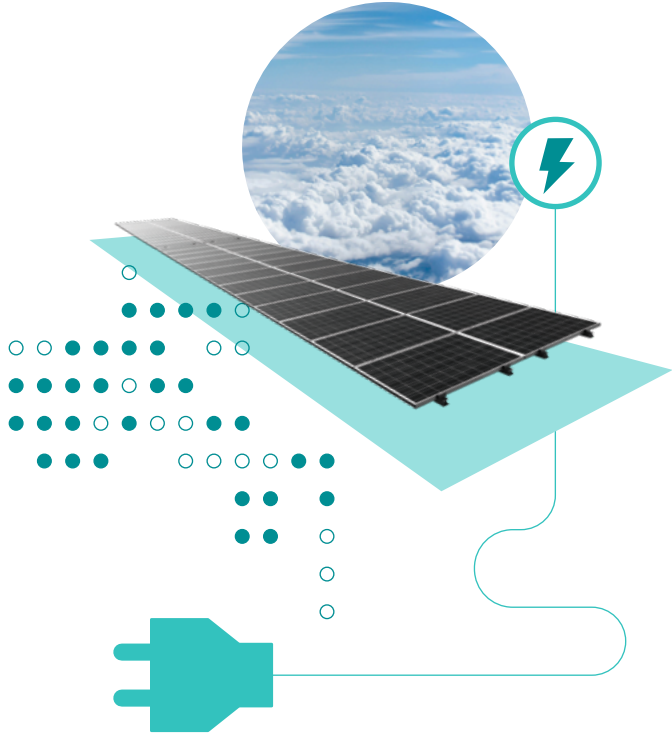
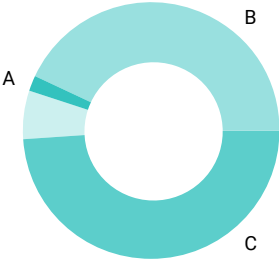
Energy Solutions: this area focuses on innovative operational and production concepts that add value for FIEGE, our clients and our partners. We ensure that modern technology and sustainable solutions work in harmony.



Energy Management					Energy Solutions		
Purchasing	Duties	Energy Efficiency			Mobility	Production	Operation
Energy purchasing	Energy law compliance	Energy monitoring	Energy efficiency projects	Energy concepts	Charging infrastructure	Renewables (PV, wind) plus storage	Energy trading, technical and commercial management

Energy consumption and energy mix

A	Green electricity generated and used	1,710,679 kWh	2%
B	Purchased green electricity	31,671,285 kWh	43%
C	Purchased gray electricity	36,027,952 kWh	49%
		69,409,916 kWh	
Green power generated and fed into the grid		4,176,267 kWh	



This data shows that the **majority** of our electricity consumption is **purchased gray power (49%)**, followed by **purchased green power (43%)**.

The current self-production-rate has increased **from ~4% to 15%**.

Infobox

The **self-production quota** is the proportion of **self-generated renewable energy** of **total electricity consumption** (in the balance sheet).

FIEGE’s CO₂e balance sheet according to the Greenhouse Gas Protocol (GHG)

Our **greenhouse gas** balance provides a detailed overview of where **emissions** are generated and identifies **potential savings**. This foundational data enables us to **develop and implement targeted mitigation actions**.


Since 2021, we have been following a clear and structured approach to quantify our CO₂e emissions in accordance with the internationally recognised **Greenhouse Gas Protocol Corporate Standard**. In the first two years, we focused on accurately recording Scope 1 and Scope 2 data, which form the initial components of our pathway towards a **comprehensive and transparent greenhouse gas balance**.

In 2023, we made significant progress by **drafting our first complete balance sheet**, which encompasses all emission sources across our entire value chain – **a crucial milestone**. **For 2024, we set ourselves the ambitious goal** of further refining our data acquisition processes and enhancing the quality of the underlying information.

GHG Protocol

Entities are defined in line with the operational control approach **outlined in the GHG Protocol**. This means that we include all entities within the FIEGE Group that we firmly control allowing us to actively influence emissions-relevant decisions. Emissions from investments over which we do not have operational control are categorised as pro-rated emissions under **Scope 3 Category 15**.

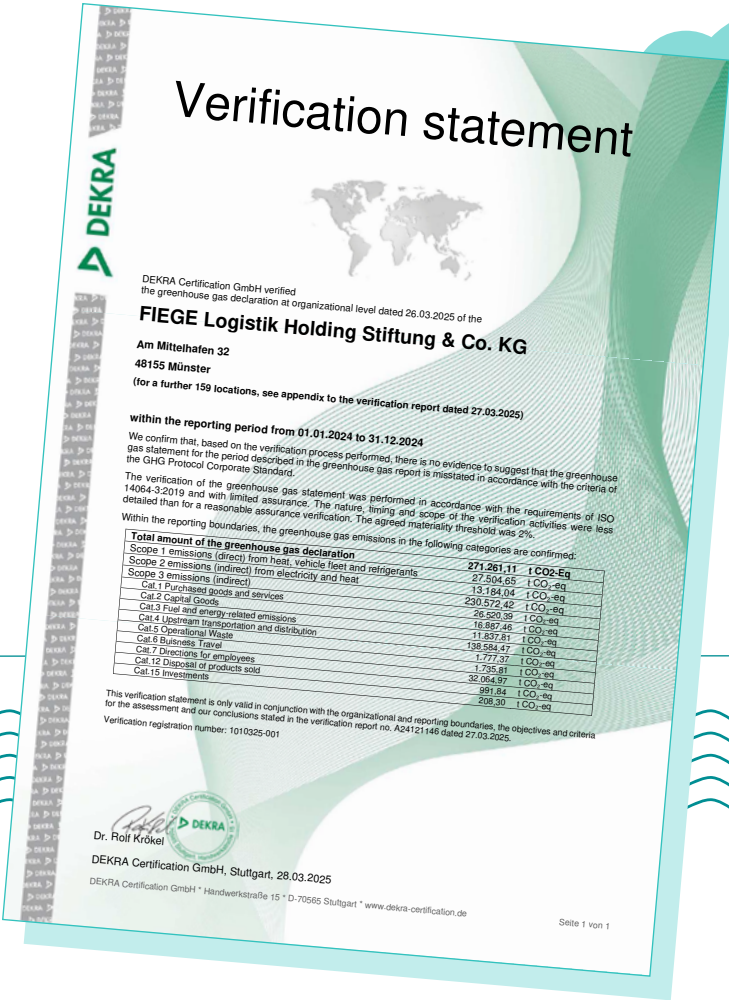
For **Scope 2 emissions**, we apply dual reporting, documenting both the location-based and market-based values. Emission factors are sourced from scientifically-backed databases such as **Ecoinvent and DEFRA**. In our quantification process, we include all relevant greenhouse gases in accordance with the **IPCC’s Sixth Assessment Report (AR6)** to reflect the latest scientific insights. The **Intergovernmental Panel on Climate Change (IPCC)** is an international body that provides scientific assessments on climate change and climate action, aiding policymakers in their decision-making.

Infobox	
	
Location-based	Market-based
Emissions are quantified based on a country’s specific electricity mix , without being influenced by contractual instruments.	Emissions are quantified according to the utility company’s power generation mix . For instance, the procurement of renewable energy or the purchase of certificates of origin are considered. This approach allows us to better understand our electricity-related emissions and identify potential areas for improvement.

Verified reliability

The compliance of our calculation methodology and approaches with the Greenhouse Gas Protocol has been verified by our **auditing partner DEKRA**.

This third-party confirmation is crucial as it underscores the reliability of our balance sheet and assures both us and our stakeholders that we are on track.



Underlying data for the CO₂e balance under the GHG protocol

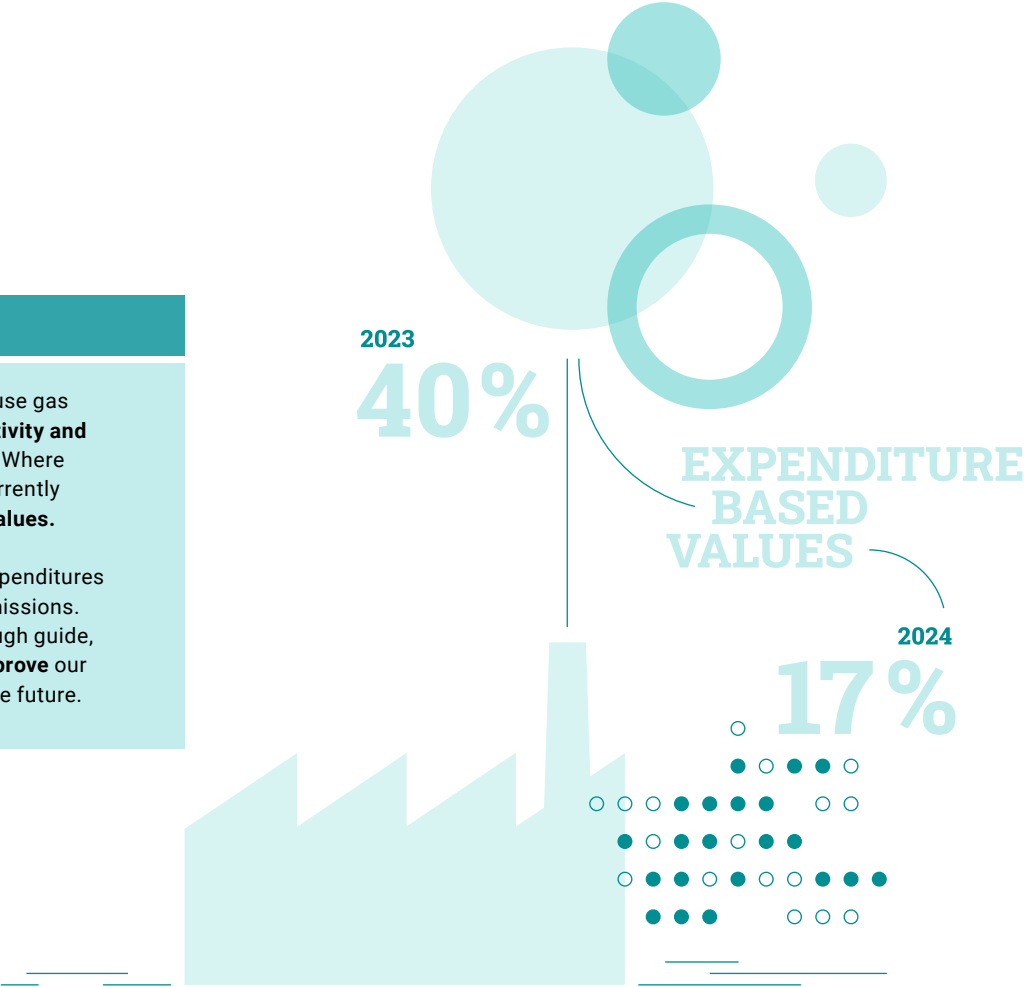
In 2024, we significantly enhanced our underlying data. Last year, **approximately 40% of our emissions were calculated using expense-related values**; this figure dropped to just **17% in 2024**. Notably, for purchased transportation services, we achieved an **activity-based value of 100%**, demonstrating our commitment to robust data quality.

Furthermore, we have improved our data collection process and the quality of our data for **Scope 1 and Scope 2** emissions. We introduced a new process for recording purchased refrigerants, and since 2024, have been capturing emissions factors specific to the utility companies from which we source our power. This enables us to take more targeted actions in our sustainability efforts.

Infobox

When calculating greenhouse gas emissions, we aim to use **activity and consumption-based data**. Where this is not possible, we currently use **expenditure-based values**.

This means that we use our expenditures as a basis for estimating emissions. As these values are only a rough guide, we intend to significantly **improve** our data quality in this area in the future.



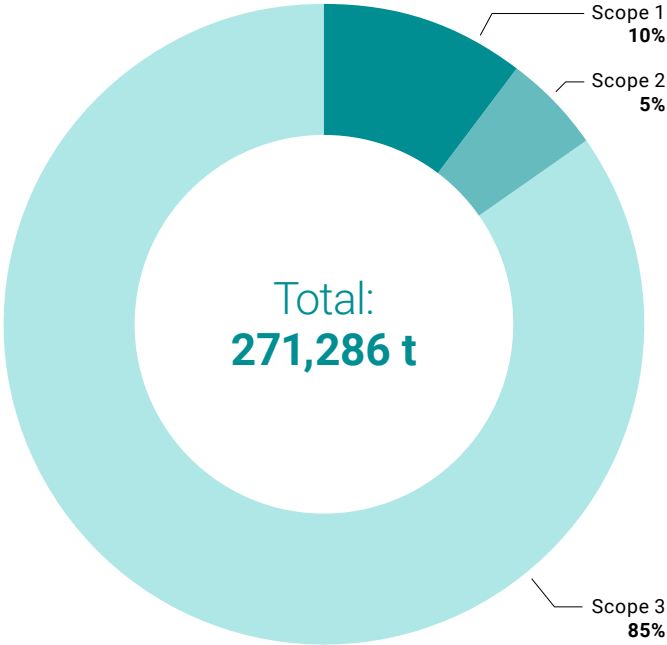
Allocation of Emissions

In the 2024 financial year, our total emissions amounted to **271,286 t CO₂e**, representing a **reduction of approximately 6%** compared to the previous year. In Germany, the average greenhouse gas emissions per capita are around **8 t CO₂e**, which means FIEGE’s emissions are roughly equivalent to the emissions of 33,000 German residents.

Scope 1 emissions, which include heat generated and emissions from our fleet, account for **10% of our overall emissions**. **Purchased electricity contributes 5%**. The majority of emissions occur upstream in the value chain.

Development of Emissions

Scope 1	27,529 t	10%
Scope 2	13,184 t	5%
Scope 3	230,572 t	85%
Total: Scope 1 – 3	271,286 t	100%



Distribution of emissions

Scope 1			
No.	Emission category	t CO ₂ e	Share
1	Self-generated heat	14,854	5%
1	Vehicle fleet	12,615	5%
1	Refrigerant	60	0.01%
1	Total	27,529	10%

Scope 2			
No.	Emission category	t CO ₂ e	Share
2	Purchased electricity (market-based approach)	12,242	5%
2	Purchased electricity (location-based)	40,773	
2	Purchased electricity (vehicle fleet)	198	0.1%
2	Purchased heat / District heating	744	0.3%
2	Total	13,184	5%

Scope 3			
No.	Emission category	t CO ₂ e	Share
3.1	Purchased goods and services	26,520	10%
3.2	Capital goods	16,888	6%
3.3	Fuel and energy-related emissions	11,838	4%
3.4	Upstream transportation and distribution	138,549	51%
3.5	Operational waste	1,777	1%
3.6	Business travel	1,736	1%
3.7	Employee travel	32,065	12%
3.12	Disposal of sold products	992	0.4%
3.15	Investments	208	0.1%
3	Total	230,573	85%

All scopes (Scope 1 + Scope 2 + Scope 3): 100% = 271,286 t CO₂e

Development of Scope 1 Emissions

Scope 1 emissions have **decreased by 6.7%** compared to 2023. Using 2021 as the baseline, we have achieved **a reduction of 21%**. Significant contributors to this decline include the replacement of oil-fired heating systems as well as the ongoing electrification of our fleet.

Development of Scope 2 Emissions

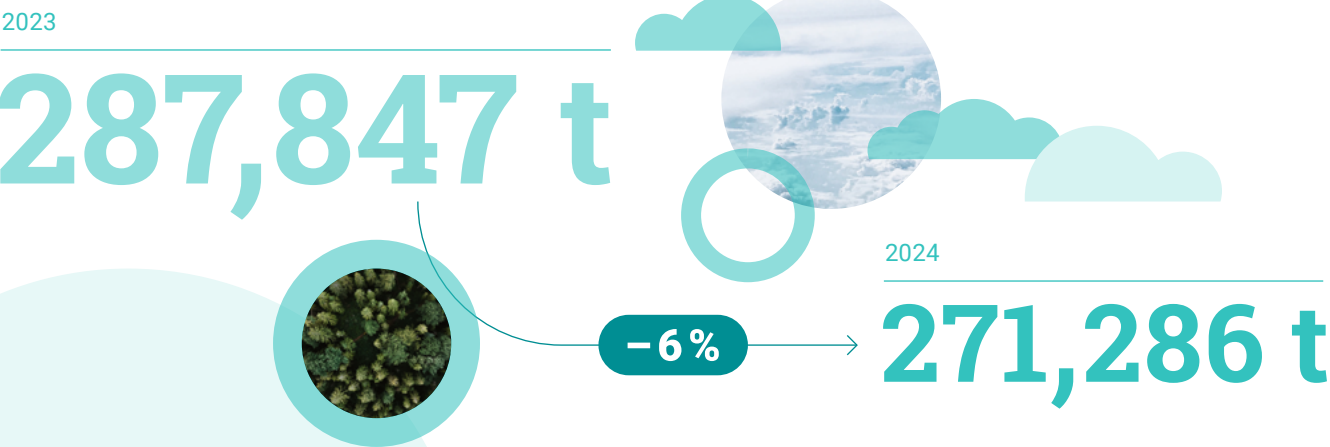
We have also made progress in reducing **Scope 2 emissions**. While overall emissions have increased due to higher electricity consumption, the rise in emissions has much less pronounced compared to the actual increase in power consumption. This improvement is largely attributed to our **continued transition to renewable energy sources**.

Development of Scope 3 Emissions

We are actively working to reduce our **Scope 3 emissions**, with **Scope 3 Category 4 – Transportation** – remaining a significant driver of emissions. The transportation services we procure for our clients account for **approximately 50% of our total Scope 3 emissions**. However, direct comparisons with emissions from the previous year are limited due to enhanced underlying data.

Reduction of Emissions

Compared to the previous year, we have successfully **reduced our overall emissions by 6%**, decreasing from 287,847 t to 271,286 t.



To further enhance our **information base** in the coming years and ensure the **consistency of our calculations** in accordance with the Greenhouse Gas Protocol requirements, we are **centralising our data collection processes**.

Our current focus is on our largest emissions category: **transportation**. In the future, our reporting will encompass all other emissions categories. By implementing automated data collection processes, we aim to display all emissions categories on a **central dashboard**. This will avoid manual workflows, increase efficiency and reduce the potential for errors.

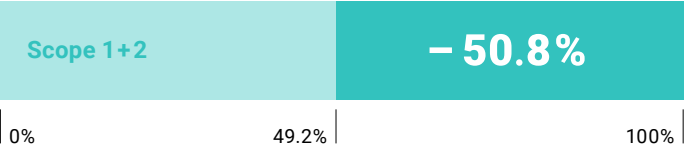
Decarbonisation

The **1.5°C target** poses a **major challenge**, but it is **non-negotiable**. At the end of 2023, we committed to reducing our emissions in alignment with the Science Based Targets initiative (SBTi) framework. As a result, 2024 has been a pivotal year for us, during which we established **specific reduction targets** for our company and actively engaged relevant stakeholders.

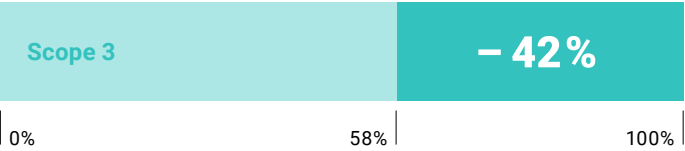
This collaborative effort has reinforced the idea that sustainability is not just the responsibility of individual departments; it is fully supported by the **entire organisation**.

Working alongside our sustainability network, we developed a FIEGE-specific reduction pathway based on insights gained from workshops. This pathway will serve as the foundation for our **SBTi targets**, which we plan to submit at the beginning of 2025.

We pledge to **reduce Scope 1 and Scope 2 emissions by 50.8%** by the year 2030, compared to the baseline year of 2021.



Additionally, we aim to reduce **Scope 3 emissions by 42%** by 2030, compared to the baseline year of 2023.



Our goal is to achieve net-zero emissions in **all areas by 2050** in support of global climate targets.

Outlook

- We are developing a **Book & Claim** concept to give our customers a simple and flexible way to make their own contribution to reducing emissions.
- We have submitted our **reduction targets to the SBTi** and are awaiting validation.
- We are working with our operating units to develop **specific action plans** that will be evaluated and reviewed on an ongoing basis.
- We are exploring **synergies between PV systems, storage options and electric vehicles** to make efficient use of zero-emission technologies.

Focus topic

2.2 — Resource Efficiency

Because nature continues to bear the cost of our activities.



2.2 Resource Efficiency

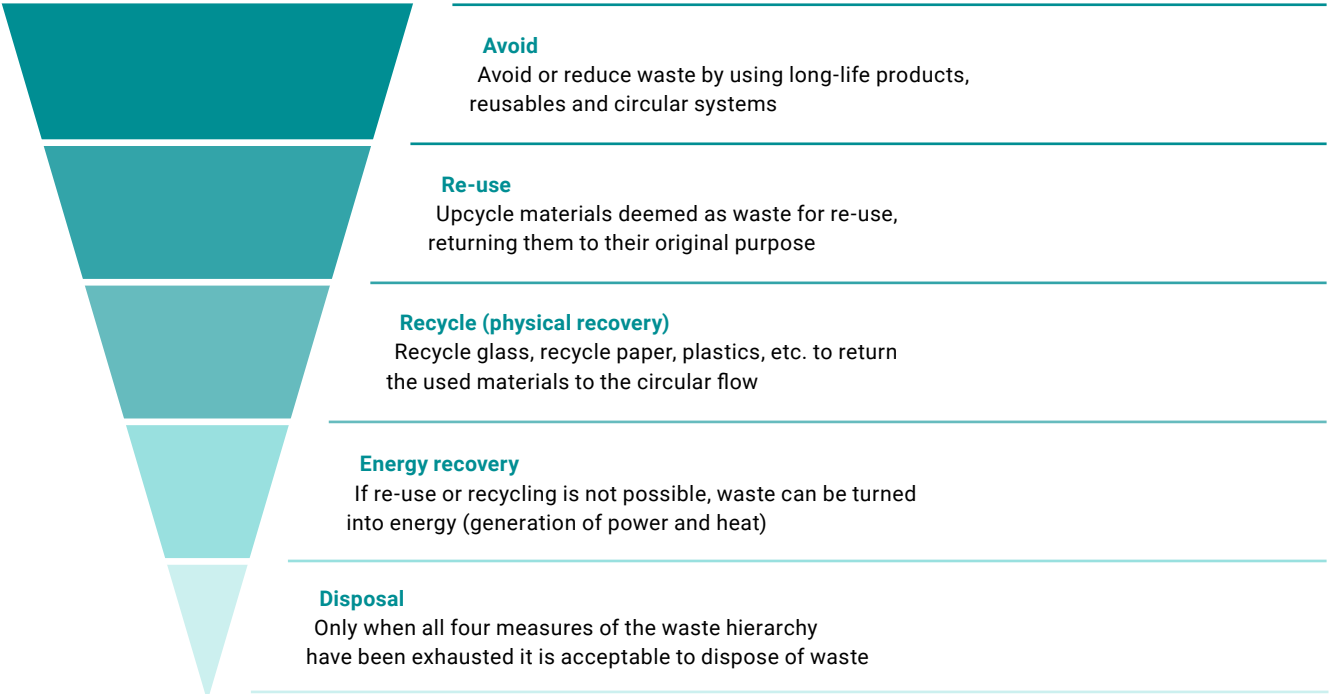
Waste Management Transparency

What levers do we control to preserve resources?
Our approach centres on **producing less waste**, using **resources efficiently** and **conducting ongoing data analyses**. We continuously identify **potential savings** and optimise our processes. Our waste management practices are regularly updated to ensure data is collected centrally and made transparently accessible throughout the entire FIEGE ecosystem.

Zero Waste Hierarchy as a Guiding Principle

Our processes are guided by the **Zero Waste Hierarchy**:

- **Data-based analysis:** We conduct data-driven analyses to capture consumption and identify potential savings by location, in accordance with the Waste Catalogue Ordinance.
- We establish protocols for sorting and miss-sorting to uncover **optimisation opportunities**.
- Our **long-term goal** is to avoid waste, maximise recycling and ensure the resource-friendly return of recyclables.



FIEGE Waste Control

Our dedicated **Waste Control department** is a vital component of our **Eco-logistics® initiative**. Since 2005, we have been a certified specialist waste management facility, with annual audits conducted by **DEKRA**. Our **objective** is not only to dispose of waste but also to return it as a valuable raw material, thereby strengthening the reusable material cycle.

1. Waste Management and Recycling

- **Maximising Reuse Programmes:** Implementing specific measures to enhance material reuse.
- **Energy Recovery:** utilising waste to generate electricity and heat.
- **Eco-Friendly Disposal:** Resorting to environmentally responsible disposal only when all other options have been exhausted.

2. Reuse and Circular Economy

- **Recycling Programmes:** Initiatives for electronic waste to minimise environmental pollution
- **Disassembly Service:** Optimising the preparation and reuse of recyclable materials.
- **Waste flow Analysis and Monitoring:** Continuously improving recycling rates by analysing and monitoring waste streams.
- **Repair and Refurbishment Services:** Offering repair and refurbishment options to extend the life of products.

3. Certification and Reporting

- **Data-Driven Optimisation:** utilising data to enhance waste management practices.
- **Comprehensive Waste Analysis:** Capturing and analysing waste volumes across the entire organisation.
- **Recycling Rate Monitoring:** Tracing recycling rates to improve sustainability performance.

4. Efficiency Increase and Future Plans

- **Raising Awareness:** Promoting awareness of eco-friendly disposal methods throughout the organisation.
- **Utilisation of recycled materials:** Increasing the use of recycled materials in our operations.



WaCo stands for Waste and Control. However, we view waste not merely as something to be disposed of but as residual material with potential for reuse in the material cycle. “Control” refers to the careful examination and management of input and output.

Circular Economy as a Blueprint for the Future

The circular economy presents both challenges and opportunities. We see ourselves as a logistics provider that **enables** these opportunities by creating solutions to support our clients on their journeys towards adopting circular business models.

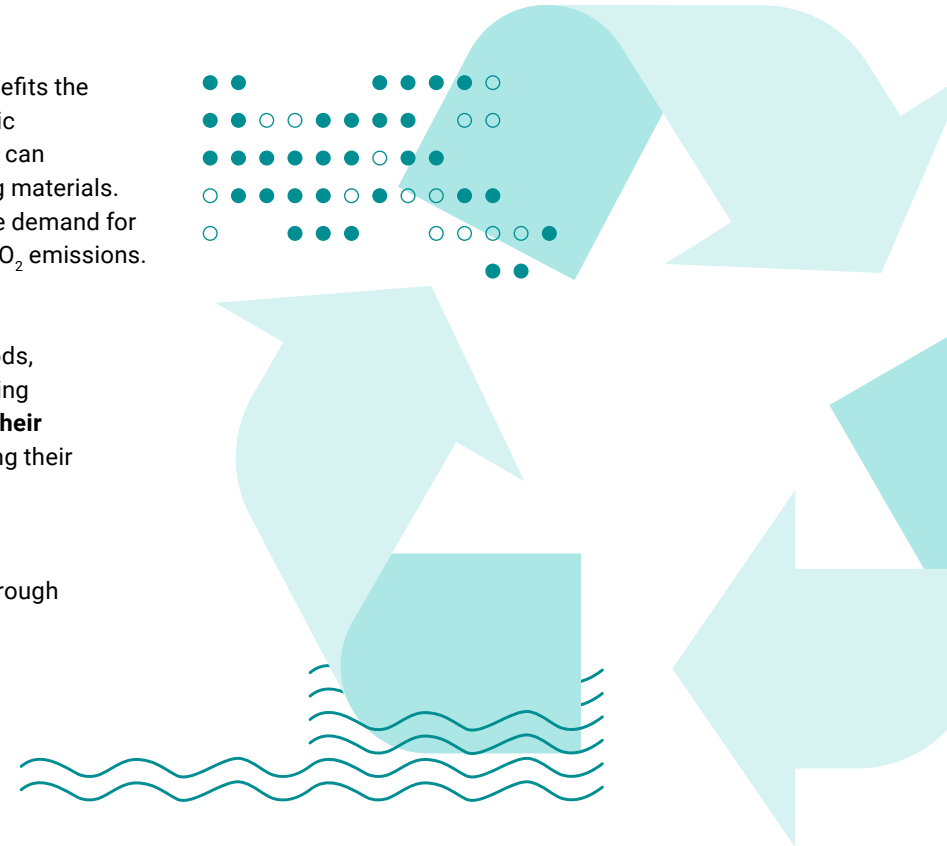
The growing **scarcity of raw materials, rising disposal costs and stricter regulatory requirements** compel us and our clients to develop **innovative solutions**. Simultaneously, the potential for growth is immense. By devising creative concepts, we further solidify our position as an **industry leader**.

Extending the **lifecycle of products** not only benefits the environment but also offers significant economic advantages. Businesses that embrace recycling can **save up to 30% on raw material costs** by reusing materials. This approach minimises waste and reduces the demand for new resources, thereby considerably lowering CO₂ emissions. (Source: European Environment Agency, 2023).

Furthermore, rather than destroying surplus goods, companies can consider **reprocessing** or donating these products, potentially saving up to **10% of their production costs** while simultaneously mitigating their ecological footprint. (Source: Circular Economy Institute, 2022).

The **lifecycle** of all products can be extended through the following approaches:

- Reuse
- Repair
- Reconditioning
- Recycling



Status quo of the recycling rate

Current studies and reports underline the considerable potential of the circular economy for economic benefits and climate protection in Europe.

A 2022 study by **Prognos and CE DELFT** found that implementing existing waste legislation consistently could reduce CO₂ emissions by 137 million tons per year by 2035. A Europe-wide landfill ban for untreated municipal waste would **increase this savings potential to up to 296 million tons of CO₂ equivalents per year.** (BDE, 2022).

The European Union has made significant strides in the area of recycling, achieving a new high of **11.8% recycled materials** in total use in 2023. However, the target of a truly circular economy is still some way off, and further efforts are needed to reduce dependence on primary raw materials. (Eurostat, 2024)

To realise this potential, we are committed to building strong **networks**, fostering collaborative **exchanges** and launching **forward-thinking pilot projects**.

In 2024, we recycled 58% of our waste

	Sum (in t)	Share (in %)
Average disposal	14,718	41
Landfill	19	0.1
Recycling	20,765	58
Incineration	273	1
Total	35,776	100

Overall, we seek to develop the following **opportunities** within our operational processes concerning resource use and the circular economy:

1. Increasing the recycling rate
2. Reducing packaging waste in storage
3. Optimising material use in packaging
4. Optimising waste management in accordance with the waste hierarchy

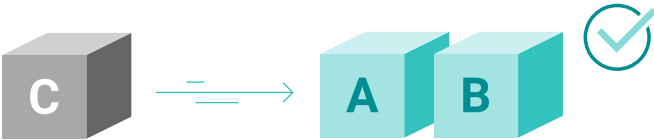
How do we achieve this? We are implementing a multitude of measures to reach our goals, including:

Action	Project	Goal	Expected outcome
Use of secondary raw materials	Utilising recycled materials for intra-logistical processes	Increasing the share of recycled materials in intra-logistical processes	Lowering dependency on primary resources and minimising waste
	Incorporating a cardboard shredder to produce recycled filler materials		
	Collecting and recycling used label carrier film for reuse with new labels		
	Compacting and recycling old wrapping film to produce new wrapping film		
Introduction of a circular economy-centric process design	Development of alternative processes with multi-use polybags	Extending the life of transportation and shipping materials	Reduction of disposable packaging
Optimised waste management	Entering recycling partnerships for a more efficient recovery of quality resources	Increasing waste separation and recycling rates	Better use of recycling materials and waste reduction
Optimisation of packaging material use	Efficient use of shipping boxes through system-generated packaging practices	Reduction of packaging material and improved cargo bay utilisation	Minimising filler material , reducing CO ₂ e emissions by optimising transportation capacity

How do we achieve this?
The measures on
the customer side include:



We not only implement internal measures to promote recycling and avoid waste. Also in our daily work with customers and logistics.

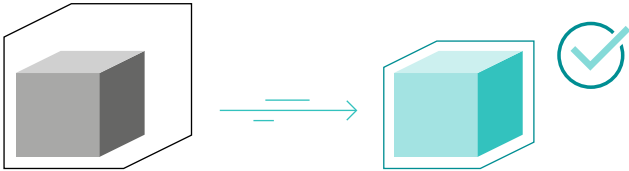


Challenge 1:

A leading international **technology and services company for consumer products** faced **high return rates** and escalating disposal costs due to the **absence of effective recycling** processes.

The solution:

We **implemented an upcycling unit** that refurbished and resold returned and outdated items according to customer specifications. This initiative transformed C-grade waste into **A- and B-grade products** that were vendable.



Challenge 2:

Simultaneously, **packaging optimisation was needed**, as the high consumption of shipping boxes and filler materials due to inefficient handling was driving up purchasing costs. In response to this, **reusable packaging** was introduced at FIEGE's in-house logistics.

The solution:

We adopted a **system-generated approach based on product master data**. This strategy significantly reduced packaging material consumption and improved transportation efficiency, allowing us to run at full capacity and achieve **substantial cost savings**.



Biodiversity

Understanding its Importance

Biodiversity refers to the biological diversity on Earth in all its forms and variations.



How Do Our Business Activities Impact Biodiversity?

Our logistical processes present various **ecological challenges**:

Land and sea use changes resulting from the construction of **logistics centres, roads and infrastructure for the transportation of goods** disrupts habitats. The depletion of natural resources is reflected in the vast demand for **wood, plastic and other materials for transport packaging**.

Emissions from exhaust **gases, particulates, packaging waste** and the use of pesticides to **kill of pests** contribute to environmental degradation.

The **introduction of invasive species** through transport can negatively impact native ecosystems. To address these challenges, we focus on the following ecosystem services.

What measures are we implementing to preserve or promote biodiversity?

Pro-biodiversity business premises



What measures are we implementing to preserve or promote biodiversity?

Possible ecological measures to promote biodiversity in outdoor areas

	Rooftop and vertical greening	Microclimate promotion, possibility for birds and insects to shelter
	Nesting places on buildings	Nesting boxes for birds and bats, potentially insect hotels
	Bird protection glass	Bird strike prevention
	Nature-like modules	Creating near-natural bodies of water, deadwood, sand beds, low-nutrient areas, sand columns, rock islands, etc.
	Plant choices	Wildflower meadows, shrubs, wild hedges, keeping old trees, choosing domestic plants
	Plant soil	Eliminating peat-based potting soil, pesticides and chemical fertilizers
	Biosensor lighting	Using dimmed LED lighting to reduce light pollution
	Descaling surfaces	Using grass pavers, removing asphalt and concrete where possible, laying down gravel and crushed stone areas
	Rainwater retention systems	Ponds, dry wells

The logistics industry is directly contributing to the drivers of biodiversity loss through its processes.

Sustainable strategies are essential to meet these challenges. These include promoting the circular economy, low-emission transport solutions, and resource-saving packaging concepts.

The logistics industry must take targeted action to protect ecosystems and establish sustainable value chains in the long term.

Outlook

- Development of a FIEGE-wide **biodiversity strategy**
- Development of a **sustainable service portfolio** (e.g. circular economy services, sustainable transportation, sustainable real estate development & use of renewable energies, data products)

Field of action 3

Partners

We believe
in collaboration
at eye level.

Focus Topics

- 3.1 Sustainable Corporate Governance
- 3.2 Innovation and Cooperation
- 3.3 Social Engagement



3 PARTNERS		
3.1	3.2	3.3
Sustainable Corporate Governance	Innovation and Cooperation	Social Engagement
We ensure our corporate health through sustainable measures and activities.	We aim to revolutionise the industry by innovating and collaborating with our clients, suppliers and peers.	By supporting regional projects in partnership with municipalities and local communities, we contribute to creating a liveable and safe environment.



Responsible actions are our top priority, encompassing all three focus areas listed under the heading Partners.

Focus Topic 2

3.1 — Sustainable Corporate Governance

As a family business, we are committed to caring for our team.



3.1 Sustainable Corporate Governance

Sustainable corporate governance is more than just a buzzword – it is a promise for the future.

At FIEGE, we fulfil our **Sustainable Corporate Governance** promise by establishing **clear guidelines** that shape our responses and decisions.

Our principles

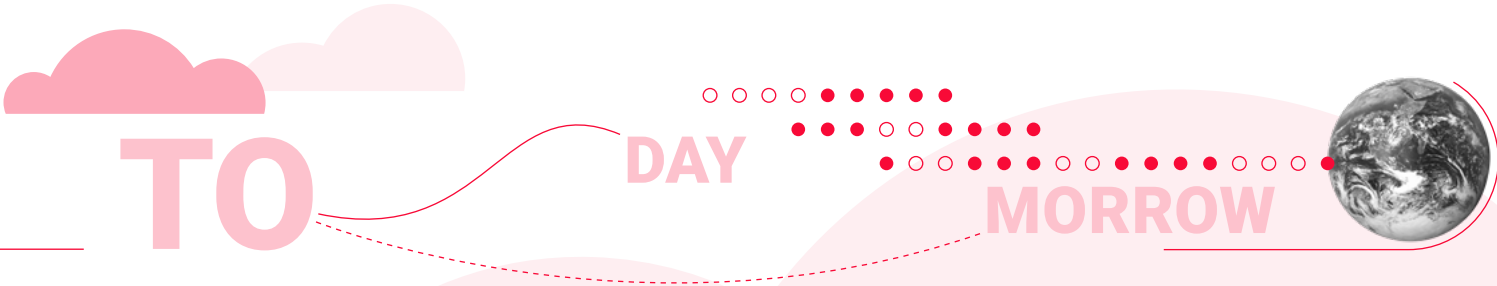
- **Transparency**
We maintain openness and transparency in all processes
- **Sustainability**
We commit to the responsible use of resources
- **Corporate culture**
We foster an environment that promotes diversity and fairness

Living Diversity

Diversity is a fundamental element of our identity.
The variety of nationalities, cultures and backgrounds enrich our organisation and drives our success.

At FIEGE, **respect, fairness and appreciation** are not mere lip service; they are an integral part of our daily reality. We treat our employees, applicants and business partners as equals, ensuring their personal dignity, privacy and rights are respected.

We actively oppose **all forms of discrimination** and uphold the fundamental principles of the United Nations Universal Declaration of Human Rights.



Health and Safety

The health and safety of our employees are of **paramount importance** to us. We view labour protection as a fundamental responsibility; a safe and healthy environment is the foundation for shared growth and success.

Integrity and Transparency

Responsibility begins with trust. That's why we have established mechanisms to identify and address legal violations, corruption and breaches of our Code of Conduct in a timely manner. Our **whistleblowing system** empowers everyone to express their concerns anonymously and safely. Each reported incident is meticulously reviewed by our **Compliance Officers** without bias, and safeguards have been put in place to prevent any retaliatory measures.

Our **proactive compliance system** ensures that violations are not only identified but also prevented from the outset. This includes training, awareness campaigns, independent investigations and regular compliance meetings.

Environmental protection

Our responsibility goes far beyond our organisation. For generations, we have been committed to protecting **the environment** and promoting resource-friendly practices. We implement numerous measures to minimise our **ecological footprint**, including: reducing emissions, efficiently using energy and water, and **promoting recycling and minimising waste**. Moreover, we collaborate closely with our suppliers and partners to ensure sustainable practices throughout the entire value chain.

Focus on Clients

Our clients are the heart of our sustainable corporate governance. We always operate in their best interests and strive to exceed their expectations. Our guiding principles help us to prioritise their needs and continuously enhance our services.

Our clients are the heart of our sustainable corporate governance. We always operate in their best interests.

FIEGE Code of Conduct

Our Code of Conduct is more than just a policy; it serves as **our guideline for fair, responsible and lawful conduct**. It provides unambiguous orientation to all employees, from trainees to Executive Board members.

What does this mean in concrete terms? Our Code of Conduct encompasses **five key principles** that define our daily interactions:

1.

Equal Opportunity and Respect

We respect

- the personal dignity of every individual
- the privacy of all employees, job applicants, and business partners
- the right to personal identity
- equal opportunities for all

We stand firmly against

- Discrimination
- Sexual harassment
- Abuse

2.

Health and Safety

Certain things are non-negotiable for us, including:

- Compliance with legal requirements
- Continuous improvement of worksite safety

We uphold these principles through:

- Regular safety reviews
- Training
- Ongoing improvement processes

**3.**

Sustainability and Environmental Protection

We are committed to:

- Resource-friendly management
- A clear focus on environmental protection and greenhouse gas neutrality

**4.**

Responsible Use of Company Property

We emphasise the responsible use of:

- Vehicles
- IT systems
- Company know-how

Company property is a shared resource that must be protected through careful use.

**5.**

Human Rights and Social Responsibility

We oppose:

- Forced labour
- Child labour
- Any form of exploitation

We stand for:

- Fair working conditions
- The right to exercise the freedom of association
- The right to collective bargaining

Sustainable Finance

Corporate sustainability and responsibility go hand in hand for us. Therefore, we expanded our existing syndicated loan last year by the **element of sustainability**.

A **rendezvous clause** was already included in the February 2023 financing agreement. This resulted in the coupling of specific ESG key figures, allowing for the facility to be lowered belatedly once those figures were met accordingly. The cost of financing the facility is thus tied **directly to our sustainability performance**.

Three central **Key Performance Indicators (KPIs)** determine the conditions:

- **reduction of CO₂e in our own operations**
(Scope 1 & 2)
- **reduction of CO₂e along the value chain**
(Scope 3)
- **occupational safety as a social responsibility**

Financing in Line With our Strategy

The extended financing facility supports our **sustainability strategy** developed in 2022, which was introduced in FIEGE's 2023 Sustainability Report.

Tying ESG criteria into our financing structure thus presents the resolute **further development** on our pathway to a sustainable and climate-friendly future.

“If we manage to incorporate morals and ethics into our business activities, we will be successful.”

Daniel Goeudevert
French writer

Outlook

- Develop new **sustainable financing concepts** that motivate us to mitigate Scope 1 / 2 / 3 emissions
- **Further simplify communication channels** so that employees can work through internal cases faster and more specifically, prevent them

Focus Topic

3.2 — Innovation and Cooperation

We are
committed to
revolutioni-
sing our sector.



3.2 Innovation and Cooperation

Creative approaches and new ideas are the key to greater sustainability.

Innovation and Cooperation

Standstill is not an option for us. We embrace innovation that revolutionises the logistics industry by leveraging new technologies, smart processes and sustainable solutions.

Strong partnerships empower us to create efficient, future-proof value chains that not only advance our industry but also deliver **genuine value for our clients and the environment**.

FIEGE Ventures and its partners support LogTech founders and their teams in the field of logistics. One example is the **investment in Resourcify**, a leading digital platform for **waste management and recycling**.

AI and Robotics: Game Changers

In 2024, we accelerated numerous projects focused on **integrating AI** to further optimise our logistical processes. By **increasing efficiency and conserving resources**, we significantly contribute to reducing our ecological footprint, shaping a more sustainable future.

Our goals?

- **More efficient automation** solutions for logistics
- **AI-based robotics** to address the shortage of skilled personnel
- **Practical applications** for future-proof logistics



Efficiency and quality through innovative AI solutions at FIEGE

With our innovative AI solutions, we at FIEGE are ensuring ever **greater efficiency and quality**. Whether in logistics, customer service or planning – our AI products **optimize processes, reduce costs and create real added value**.

Artificial intelligence and robotics play a crucial role in the following areas:



→ Loading and Unloading

Automated solutions streamline loading and unloading processes.

One example is the implementation of system-generated packing suggestions that optimize the use of shipping cartons and thus improve transport utilization.



This allows us to significantly reducing delivery times.

→ FIEGE Forecast

Optimizes personnel planning, among other things.

One example is the use of AI to forecast order quantities in the warehouse, which optimizes personnel planning and increases customer satisfaction.



This ensures faster and more precise delivery.

→ Multi-Functional Robots

Flexible robots efficiently handle various warehouse logistics tasks.

One example is the integration of AI-based robotics solutions, which serve as an answer to the labor shortage and offer practical applications for future-proof logistics.



This ensures seamless and rapid order processing.

→ Efficient complaint processing: Carrier Claims Management:

99.8% of shipments are delivered smoothly, 0.2% are analyzed using AI. Since September 2024, 10,000 complaints per month have been processed, 70% of which are resolved automatically.



This increases efficiency, customer satisfaction and cost control.

Together in Automation: The Event

Automation has become an essential component of the logistics industry. But what **solutions** are available? What **advantages** do they offer, and what **challenges** arise during their implementation?

During the inaugural “**Together in Automation**” event held in **Apfelstädt**, approximately 100 attendees from various sectors experienced **cutting-edge automation technology** firsthand.

The event served as an **unique platform for open discussions** on both the successful and challenging aspects of warehouse automation.



A key highlight of the event was a presentation on the **Six Rs of automation**, which include:

1. The right **concept**
2. The right **partners**
3. The right **technology**
4. The right **integration**
5. The right **acceptance**
6. The right **cost structure**



Another highlight was a tour of the logistics centre – one of the most advanced of its kind. This tour provided an impressive demonstration of how theoretical concepts are applied in practice. Visitors witnessed one of the **largest AutoStore systems in Germany** in action, featuring ultra-modern pouch sorters and fully automated packaging machinery operating in real-time.

The event concluded with a round table discussion where experts shared insights on **future-proof logistics**. There was a unanimous consensus that **people should always remain the focal point**. After all, it is people who ensure that automation achieves its intended goals and is implemented successfully.



FAST & FORWARD 2024

“Beyond the Buzz: How Artificial Intelligence is Changing Industries”

The sixth instalment of **FAST & FORWARD** took place in 2024, aiming to connect businesses and start-ups for collaborative exchanges and fresh insights.

The venue for our FAST & FORWARD events is symbolic: a historic railroad depot in Berlin, once a hub for material flows, now transformed into a space for **visions of the future**.

Under the theme “**Beyond the Buzz. How Artificial Intelligence is Changing Industries**”, industry experts, entrepreneurs and innovators gathered to discuss the transformative power of artificial intelligence (AI).

AI as the Key to the Future

The discussions at the event made one thing clear: companies that fail to actively integrate AI in their processes risk falling behind. This transformation goes beyond mere technology; **AI represents new ways of thinking, more agile processes and data-driven decision-making**.

It highlights data as the fuel of the future, speed as a competitive advantage and the competitiveness of European enterprises.

Technology is Only as Strong as its Users

A central question of the event was: How can businesses inspire their workforce to **embrace AI**? Transitioning to a data-driven organisation requires **transparency, acceptance and a cultural shift** within the organisation.



FAST
&
FORWARD



Ultimately, it became clear that successfully leveraging **AI is not just a technical challenge but also a human one**. The creativity and commitment of individuals are what truly make the difference and shape the future.

Outlook

- Enforce and optimize defined **AI guidelines**
- Enter into further **sustainable collaborations** with reliable partners
- FIEGE's own **marketplace for B-goods marketing**

FAST
&
FORWARD

Save the date:
Fast & Forward
2026

Focus Topic

3.3 — Social Engagement

Because
we want to
give back.



3.3 Social Engagement

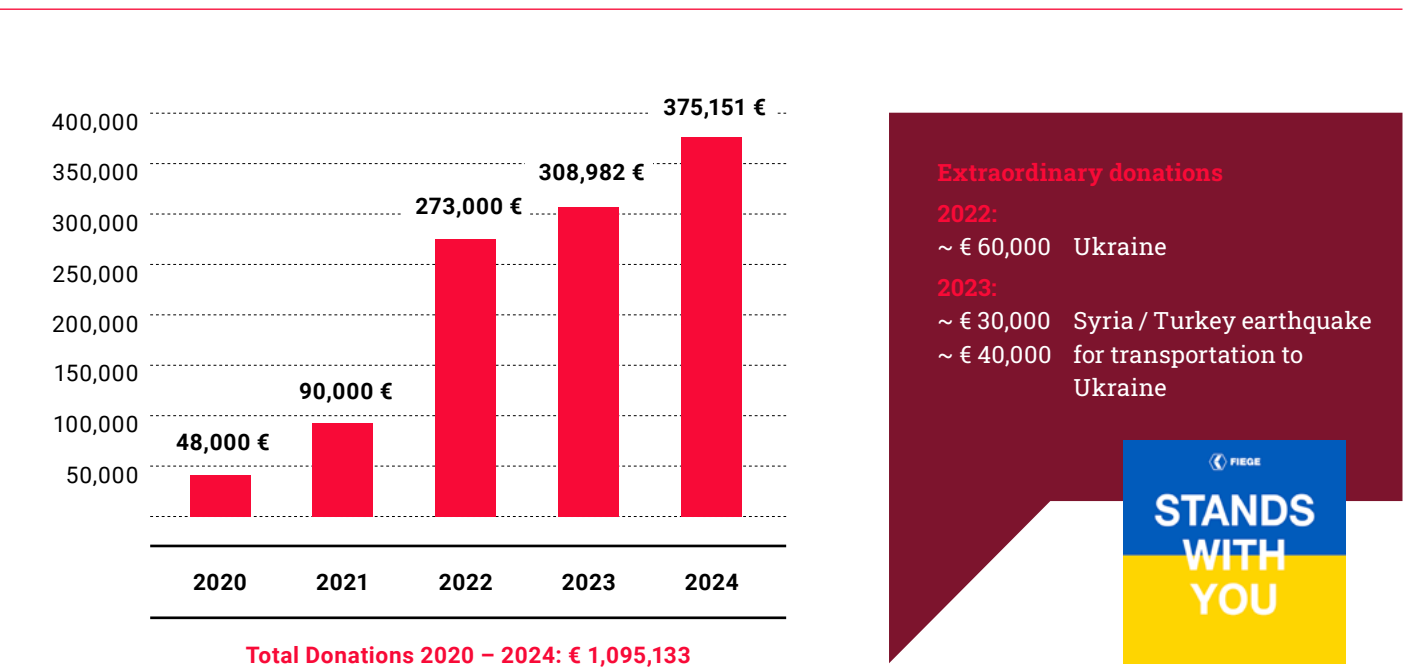
Because we want to give back.

For us, societal engagement means collaborating with **municipalities, local communities, initiatives, and associations** to ensure that our business activities contribute to a safe and liveable environment in our region. Our Josef Fiege Stiftung foundation embodies this commitment by supporting selected regional projects. Donations are also a key aspect of our engagement. Throughout the year, our business units, branch locations and colleagues have collectively generated significant funds.

For the fifth year in a row, we were able to significantly increase the amount donated – **by more than 21% compared to 2023**. Our centralized donor management ensures that these funds are targeted to **social and environmental projects**, as well as initiatives for **children, youth and volunteer employees**.

Year after year, we make sure that our support goes where it is most needed.

Total donations (2020 – 2024)





The Josef Fiege Stiftung:
Supporting People and the Environment since 1998

For over 25 years, the Josef Fiege Stiftung has been dedicated to supporting sustainable and charitable projects. Whether focused on **children, young people, the environment or social justice**, the foundation provides assistance where it is needed most.

We consistently encourage and support our employees to actively participate in **social projects**. They are invited to submit their ideas for funding from our foundation. The enthusiasm is palpable, and many of our employees seize this opportunity to make a **positive impact** in their communities and effect lasting change.

What does this look like in practice?
Engagement of our employees

<div>→ ✓</div> <div>Hacker School</div> <div>In a playful and practical manner, children and young people learn programming skills</div>	<div>→ ✓</div> <div>1,000 day-care centres campaign</div> <div>Funding of educational facilities to create better learning conditions</div>	<div>→ ✓</div> <div>Save the Children</div> <div>Supporting children in crisis areas</div>	<div>→ ✓</div> <div>Vivarium project in Hungary</div> <div>Creating habitats for endangered species</div>
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Volunteer Award 2024

Year after year, many of our employees **passionately dedicate** their free time to social projects. 2024 was no exception. We are proud of this commitment, which is why it was an honour to recognise it once again during the **fifth instalment** of the

FIEGE Volunteer Award, presented by the Josef-Fiege-Stiftung in December 2024. This award is more than just recognition or a pat on the shoulder; it serves as an active incentive.

The prize money is designed to motivate other colleagues to **initiate their own projects**: the first prize winner receives **€1,000**, while four runners-up each receive **€500**.

Initiatives Supported by the Winners of the Volunteer Award 2024

Project	Information	Motivation
Gfi Herne e.V. Supporting the integration of people with a migrant background	GFI Herne e.V. (Gesellschaft zur Förderung der Integrationsarbeit) helps individuals with a migrant background integrate into society . Through educational programmes, social projects and personalised consultations, they promote equal opportunities and active community involvement. Through various initiatives, GFI Herne e.V. strengthens intercultural interaction and contributes to a transparent, inclusive society.	<i>"As a foreigner (American) in Germany, I wanted to become involved with integration issues – on both sides. After all: as a society we are all responsible for integration."</i> B. Bridges



Project	Information	Motivation
Collection Campaign for Crown Caps Collecting crown caps for a good cause	<p>Over the past ten years, our crown cap collection campaign has amassed over 380 tonnes of crown caps, resulting in donations exceeding €72,000.</p> <p>The proceeds were donated to the outpatient children’s and young people’s hospice in Unna.</p>	<p><i>“I want to leave a footprint.”</i></p> <p>I. Wunder</p>
EinDollarBrille e.V. Affordable glasses for people in low-income countries	<p>EinDollarBrille e.V. is a non-profit organisation with a simple yet impactful mission: giving people living in low-income countries access to affordable glasses. The innovative concept involves producing glasses locally using simple tools and a small budget, allowing them to be sold directly in the community.</p> <p>Through targeted training and funding for micro-businesses, the non-profit creates sustainable structures that also open new financial opportunities for local residents.</p>	<p><i>“As an engineer, I loved this approach of forming frames for glasses using simple machinery. I was particularly impressed by the vision of supporting the independence of local organisations. The goal is to create local jobs and establish enduring structures that can ideally sustain themselves without ongoing donations.”</i></p> <p>J. Bröcheler</p>

Project	Information	Motivation
Fempowerment Association e.V. Networking for students and promoting female empowerment	This non-profit advocates for opportunities that enable students and young female professionals to enhance their skillsets . It fosters exchange , creates networking opportunities and empowers diverse female perspectives.	<i>"I was looking for a way to continue my education alongside my undergraduate studies and connect with inspiring women. Previously, I had worked with an initiative that highlighted the importance of networks and the existing options. Unfortunately, at that time, there were only networks for women aged 30 and older or those already in executive positions. So, I organised a trial event with fellow students, which was such a success that we registered as a non-profit in early 2023."</i> M. Diesen
Voluntary Firefighters Bohmte	The Voluntary Fire Brigade Bohmte plays a crucial role in ensuring fire safety , providing technical assistance and managing disaster response within the community. These dedicated volunteers are available around the clock to help people in emergencies and mitigate dangers. In addition to their emergency response duties, the fire fighters are actively involved in training and mentoring junior recruits , as well as educating the public about fire safety and general safety practices.	<i>"Voluntary fire fighters are an essential pillar of our community, helping those in need. They can be reached 24/7 and are made up entirely of volunteers! They respond to multiple calls each week"</i> B. Placke

Field of action 3

Additional Relevant Topics

Digital Ethics

We are committed to a **responsible approach** in handling digital technology and artificial intelligence.

Our goal is to uphold maximum security standards, ensure the ethical use of AI and foster a sustainable security culture.

This commitment encompasses the **protection of data, people and systems**.

Our measures include:

→ **Protection Against Cyber Attacks**

Prioritising data and network security.

→ **Prevention of Data Misuse**

Safeguarding against disclosure, theft and manipulation.

→ **Holistic Security Strategy**

Ensuring the protection of technical systems, employees and physical assets.

Responsibility Instead of Risk

We have established five self-accountability AI guidelines that are informed by the EU Artificial Intelligence Act.

→ **Explainability**

Decisions and recommendations based on algorithms and artificial intelligence (AI) must be comprehensible and explainable.

→ **Transparency**

Transparency fosters trust. We communicate clearly and openly about where and for which specific applications AI is utilised.

→ **Equality**

The use of AI should facilitate non-discriminating and fair decision-making while discouraging bias. We aim to identify and exclude faulty data, distorting or discriminatory representations and algorithms that do not align with these objectives.

→ **Data Privacy**

Compliance with legal and negotiated provisions for the protection of personal data and other sensitive data is a fundamental requirement in the application of AI.

→ **Robustness**

Any AI employed must be resilient against disruptions and manipulations. Ensuring the Security and robustness of AI fosters a high level of trust in the systems and processes we implement.

AI is a tool for progress – but only when aligned with our values. We only apply applications that adhere to these principles to support our **day-to-day operations** and add value for clients.

Supply chain transparency

In our daily operations, we utilise a **comprehensive** system to uphold our due diligence obligations.

This system includes:

- regular Risk Assessments: Conducting assessments of suppliers on a regular basis or when appropriate.
- AI-Based 360° Screening Tool: Employing advanced technology for thorough supplier evaluations.
- Monitoring Supplier Due Diligence: Ensuring ongoing compliance with our standards.

Our Digital Purchasing System

How do we implement **responsible and transparent procurement**? Our digital system guarantees an **efficient, traceable and legally compliant** process for placing orders.

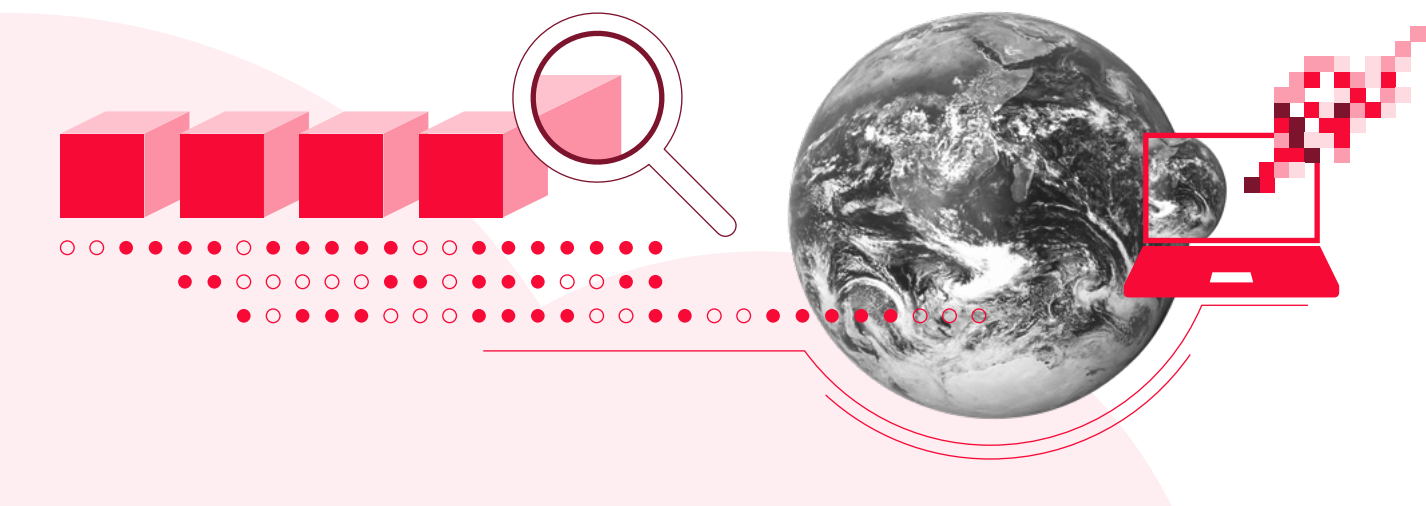
Additionally, our **internal purchasing policy** ensures that all procurement processes are resource-friendly, sustainable and aligned with fair social standards..

Our Commitment to Suppliers

We hold ourselves to **high standards**, and we expect the same from our partners. This expectation extends beyond economic considerations to encompass social and environmental perspectives. Through regular risk assessments, we identify potential challenges early, allowing us to implement preventative or corrective measures as needed.

Our **Supplier Code of Conduct** and the **supplier self-assessment** ensure that our business partners adhere to FIEGE's sustainability guidelines. To promote continuous improvement, we routinely audit suppliers for their sustainability practices.

We are committed to **responsibly designing our value chain** to foster stable and long-lasting partnerships.



Reliable partnerships

We pride ourselves on being a **dependable partner**. Our goal is to consistently meet our clients' expectations – before, during, and after contract awards. Our commitment to excellence ensures **long-term, trustworthy partnerships**.

With decades of experience, we provide tailored solutions specifically designed to meet the unique needs of our clients. **Operational excellence** is just one aspect – **close, transparent collaboration** is equally essential. Logistics is fundamentally a people business: only when both sides work in harmony can we effectively tackle challenges together. Flexibility and a drive for innovation are key components of this collaboration.

The success of this principle is demonstrated by our **numerous partnerships** with leading companies across various industries.

These projects showcase the versatility and innovative strength of FIEGE.
Through customised logistics solutions and strong partnerships, we empower our clients to manage their businesses more efficiently and sustainably – today and into the future.



Vaillant – Sustainable Heat Supply

Since 2023, FIEGE has been handling the logistics for Vaillant's new heat pump factory in Slovakia and will also be doing so in Austria from August. Vaillant's state-of-the-art production facility in Slovakia is certified to the international BREEAM standard for sustainable buildings and uses only electricity from renewable sources. The factory can produce up to 300,000 heat pumps per year.



Just-In-Time Supply

FIEGE supplies the filter specialist's largest production plant in Marklkofen with purchased parts and semi-finished goods as required. The trusting cooperation has been continuously expanded in recent years and now also includes innovation and automation projects.

Sustainability details at a glance

European Sustainability Reporting Standards (ESRS)

With this Sustainability Report, we are **publishing non-financial information about our business activities** in response to the growing importance of environmental, economic and social sustainability for companies.

We provide information on how we address the **most important sustainability issues**, take stock of our progress in the year under review, and explain the impacts associated with our business activities.

This report has been prepared in accordance with the **European Sustainability Reporting Standards (ESRS)**.

The aim of the report is to present key figures for three years. However, this is not possible in a few places due to a lack of data.

Table 1 of 6

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS E1 Climate change	E1-1	Transition plan for climate change mitigation	p. 52, 54, 56, 65 – 66
	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	p. 10 – 16
	E1-2	Policies related to climate change mitigation and adaptation	p. 49, 54
	E1-3	Actions and resources in relation to climate change policies	p. 56 – 57, 65 – 66
	E1-4	Targets related to climate change mitigation and adaptation	p. 66
	E1-5	Energy consumption & mix	p. 59
	E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	p. 55

European Sustainability Reporting Standards (ESRS)

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TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS E4 Biodiversity & ecosystems	E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	p. 75 – 77
	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	p. 10 – 16
	E4-2	Policies related to biodiversity and ecosystem	p. 76 – 77
	E4-3	Actions and resources related to biodiversity and ecosystems	p. 76 – 77
	E4-4	Targets related to biodiversity and ecosystems	p. 76

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TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS E5 Resource use & circular economy	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	p. 10 – 16
	E5-1	Policies related to resource use and circular economy	p. 69 – 72
	E5-1	Actions and resources related to resource use and circular economy	p. 73 – 74
	E5-3	Targets related to resource use and circular economy	p. 73
	E5-5	Resources outflows	p. 72

European Sustainability Reporting Standards (ESRS)

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TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS S1 Own workforce	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	p. 10 – 16
ESRS S2 Workers in the value chain			

Table 5 of 6

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS S1 Own workforce	S1-6	Characteristics of the Undertaking's Employees	p. 35, 37 – 40
	S1-7	Characteristics of non-employee workers in the undertaking's own workforce	p. 35
	S1-8	Collective bargaining coverage and social dialogue	p. 40, 46
	S1-9	Diversity metrics	p. 38 – 39
	S1-12	Persons with disabilities	NA
	S1-13	Key figures for training and skills development	p. 43 – 44, 46
	S1-14	Health and safety metrics	p. 48
	S1-15	Work-life balance metrics	p. 38

European Sustainability Reporting Standards (ESRS)

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TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS G1 Corporate management	DR related to ESRS 2 IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	p. 10 – 16
	G1-1	Business conduct policies and corporate culture	p. 83 – 86
	G1-2	Management of relationships with suppliers	p. 102
	G1-3	Prevention and detection of corruption and bribery	p. 84

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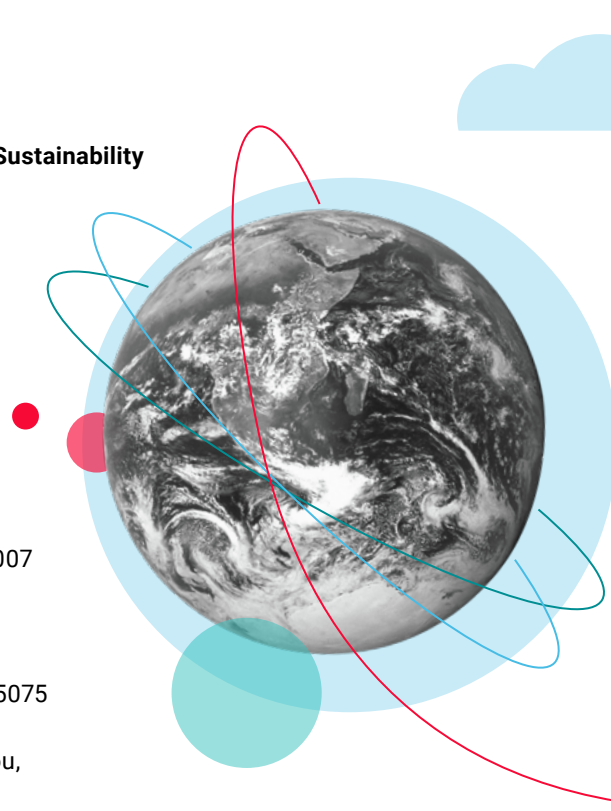
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“Once you
have traveled,
the voyage
never ends.”

Pat Conroy

