

## Sustainability Report 2025

Shaping  
the future  
together.

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



# “What we do today will shape the world of tomorrow.”

## Dear Readers,

Today, more than 100 years later, this quote from 19th century Austrian author, Marie von Ebner-Eschenbach, **is more relevant than ever, especially when we talk about sustainability.** You could even say it serves as a compass. That is why, here at FIEGE, we continue to work decisively for a better tomorrow by making sustainability a natural, integral part of our actions – despite society and politics having clearly put it on the back burner this last year. As a service provider and a family business with a past that spans more than 150 years, it remains our mission **to offer our customers sustainable logistics solutions and accompany them on their way to becoming more eco-friendly.**

**In what is now our fourth sustainability report,** our Sustainability team delivers a detailed overview of how we are progressing

the subject of sustainability at FIEGE and the steps we have taken this past year. One thing is certain: **2025 was yet another year filled with commitment and quantifiable success on our journey towards more sustainable logistics.**

One example of our progress is the **validations of our emissions reduction targets** by the **Science Based Targets initiative (SBTi)** in mid-2025. We have committed to reducing our Scope 1 and Scope 2 emissions by **more than 50% over the next five years**, and our Scope 3 emissions **by over 40%**. By 2050, we aim to achieve **full net-zero emissions** across our direct and indirect footprint. Furthermore, **EcoVadis** awarded us a **bronze medal** for our sustainability performance – **placing us among the top 35% of all companies** assessed during the same period. In addition, we launched **our first circular economy pilot projects with customers** and achieved a strong performance in the Carbon Disclosure Project assessments. To further expand zero-emission logistics solutions, we invested in **six additional next-generation electric trucks**, offering our customers even more climate-friendly transportation options.

**Our progress shows that we are on the right path.** At the same time, we recognise that we still have some way to go to achieve our long-term goals. In 2026, reduced regulatory pressure will provide us with additional room to manoeuvre. We intend – and are obliged – to use this opportunity **to further strengthen the**

**strategic integration of sustainability across our business and to position it even more clearly as a driver of growth and profitability.** As always, we will pursue this path in close collaboration with our customers and partners.



*Felix Fiege*      *Jens Fiege*

**Felix Fiege & Jens Fiege**

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## Company profile



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

Sustainability represents both an opportunity for the future and a responsibility we fully acknowledge. We view sustainable action as a fundamental prerequisite for the long-term economic success of our family business.

### What defines FIEGE?

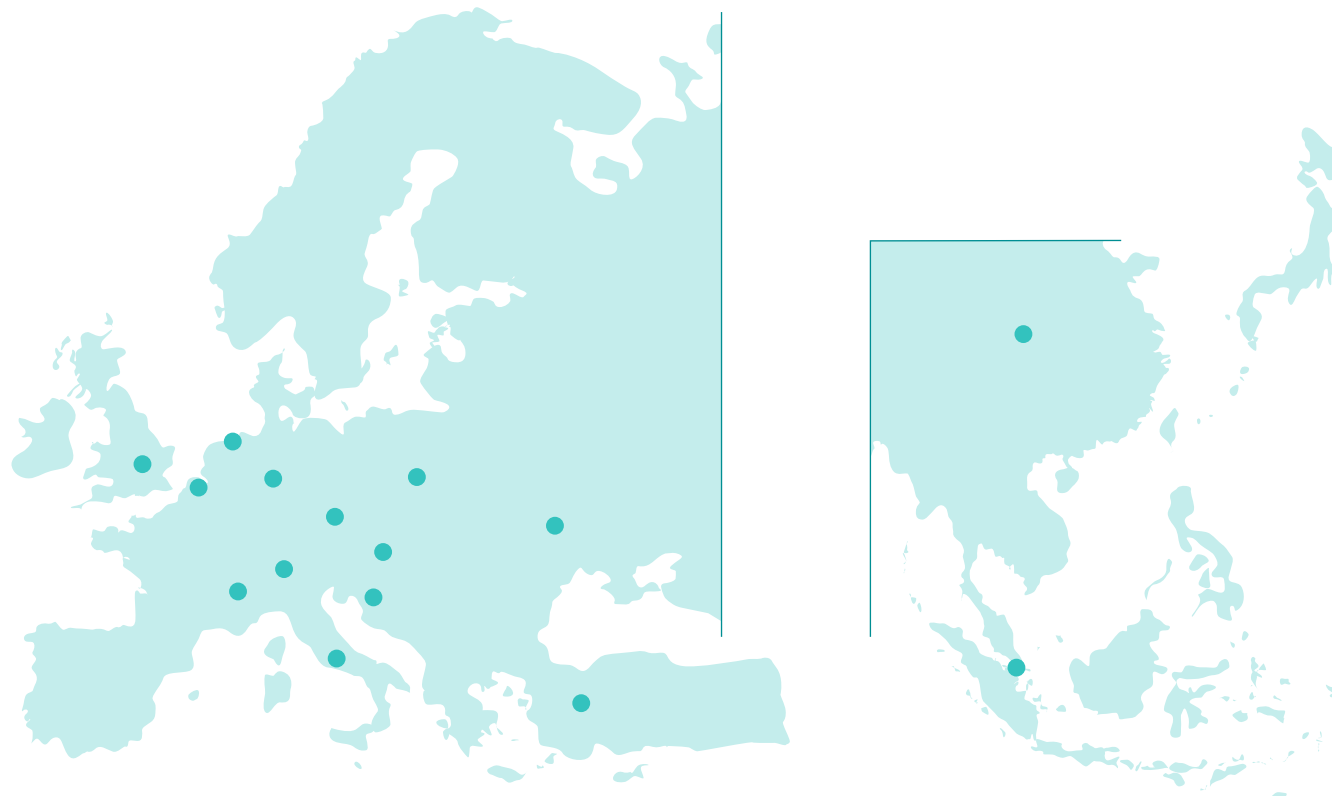
Our service portfolio spans the **entire spectrum of modern logistics** – from flexible warehousing and distribution solutions to professional returns management, repair services and value-added offerings across a wide range of industries.

Targeted Investments in automation, robotics and data-driven analytics enable **efficient and transparent process flows**, always with the aim of **reducing complexity, minimizing resource use, and increasing transparency**.

In parallel, we continue to expand our **international network**. We are growing in Europe and Asia, developing new business segments, and strengthening existing structures. This sustainability report demonstrates how we combine **innovation, long-term development and customer proximity** to shape responsible logistics for the future.

**Employees at FIEGE**

	<b>Number of persons</b>
<b>FIEGE Group</b>	<b>20,862</b>
<b>Belgium</b>	<b>174</b>
<b>China</b>	<b>76</b>
<b>Germany</b>	<b>11,066</b>
<b>Great Britain</b>	<b>17</b>
<b>Italy</b>	<b>2,870</b>
<b>The Netherlands</b>	<b>108</b>
<b>Austria</b>	<b>66</b>
<b>Poland</b>	<b>5,209</b>
<b>Switzerland</b>	<b>420</b>
<b>Singapore</b>	<b>26</b>
<b>Slovakia</b>	<b>38</b>
<b>Czech Republic</b>	<b>361</b>
<b>Turkey</b>	<b>4</b>
<b>Ukraine</b>	<b>150</b>
<b>Hungary</b>	<b>277</b>



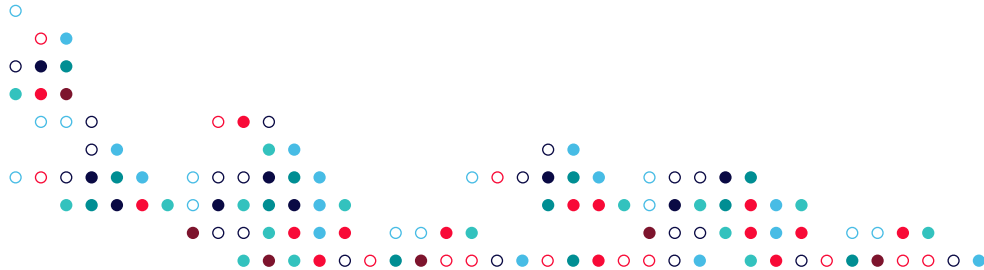
Status: December 2025

## Our approach to corporate sustainability

**Sustainable thinking and responsible action** are integral to our corporate culture. They guide all areas of our organisation – from the executive level to regional and branch management and our central functions.

As a **logistics company** with strong roots and a forward-looking mindset, we are consistently working to reduce our CO<sub>2</sub>e footprint. Achieving our climate goals – which we monitor and develop continually – is an absolute priority for us.

To this end, we are focusing on expanding **climate-friendly transportation solutions**, implementing **resource-efficient waste management practices**, and steadily **increasing the number of energy-efficient sites across our network**.



### 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.

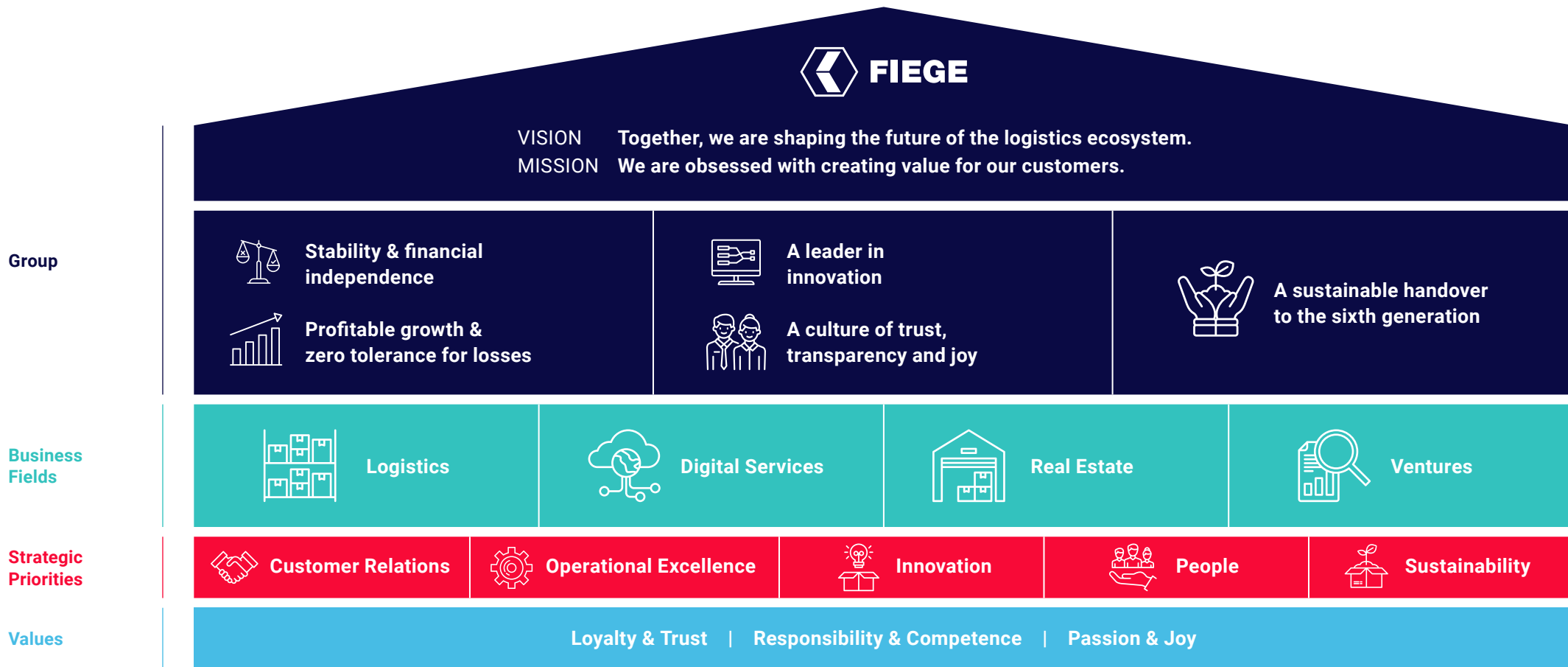
#### → Market trends

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.

# FIEGE Group Strategy 2030



# FIEGE Group Strategy 2030

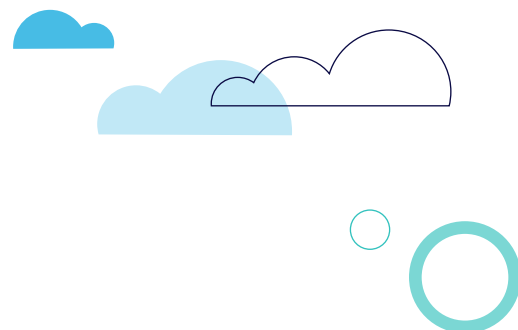
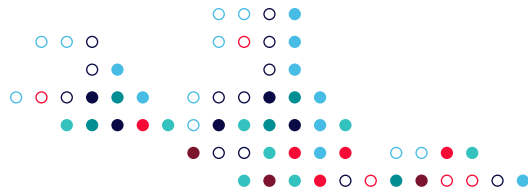
In 2025, we continued to advance our **FIEGE Group Strategy** by further refining our sustainability goals. Current economic conditions and evolving market dynamics underscore the growing importance of **transitioning to decarbonised logistics, expanding circular-economy practices** and **accelerating the commercialisation of sustainable logistics solutions**.

**Increasing expectations** from investors, customers, and consumers – combined with the ongoing development and launch of innovative green logistics products – are significantly driving this transformation forward.

At the centre of our efforts are **our customers' needs** and the added value we create for them. Through sustainable solutions, we empower our partners to meet their own sustainability targets and differentiate themselves in a competitive market.

Our **targeted sustainability initiatives** actively support this transformation. They range from the consistent use of renewable energy to fostering circular-economy solutions and driving a measurable reduction in emissions.

At the same time, we meet growing regulatory requirements and **create tangible value for our customers** – for example, by providing transparent emissions data and delivering innovative, sustainable logistical services.



# FIEGE Group Strategy 2030

## Net-zero commitment

We are committed to leading FIEGE into a **climate-neutral future**. Concretely, this means reducing our Scope 1 and Scope 2 emissions **by 50%** compared with the 2021 baseline, and our Scope 3 emissions **by 42%** compared to the 2023 baseline. These targets are aligned with the requirements of the Science Based Targets initiative (SBTi). Achieving them will require long-term effort. By 2050 at the latest, we aim to have **reduced our emissions by 90%**, continuing along a clear net-zero pathway.

## Sustainable transportation

**Transportation** is one of the most important levers on this journey. To strengthen future-proof transport structures, we are continuously investing in new solutions. More than **150 charging points for electric vehicles** have already been installed. Since 2025, eight electric trucks have been in operation, with an **additional six planned** over the years to come. In parallel, we are expanding the use of **other drive technologies and fuels**. CO<sub>2</sub>e-neutral transport solutions already form an established part of our service portfolio.

## Renewables

We are also setting a clear course in the area of energy supply. **Heat pumps** are already used to heat a total of 88,800 m<sup>2</sup> of warehouse space, and several **photovoltaic projects** with a planned total capacity of around 10 GWh are currently under development. Our mission is to generate more electricity in Germany by 2030 than we consume while supplying renewable energy to **at least 50% of our logistics locations**.

To improve our energy supply in a sustainable way, we are investing in **energy storage systems**, such as those provided by our partner **Voltfang**. This solution gives EV batteries a second life and enables the storage of up to five megawatt hours of electricity, with a supply capacity of 2.4 megawatt hours when needed. By doing so we leverage solar power more efficiently, reduce costs, and create additional revenue streams through energy trading (for further information, see p. 74).

Energy storage thus makes our power supply **more sustainable and economical** – an important step in the development of our energy ecosystem.

## Green logistics market

Forecasts indicate that demand for **sustainable supply-chain solutions will reach approximately 350 billion US dollars by 2030 – equivalent to around 15% of global logistics costs**. We see this responsibility as both a challenge and an opportunity. With specialised expertise and robust business practices, we are well positioned to help shape a greener logistics market while clearly differentiating from the competition.



## Our sustainability strategy

### 1 PEOPLE

It is our mission to create a **working environment** in which employees feel respected, involved, and valued. Our endorsement of the **Diversity Charter** reflects this culture and underscores our commitment to **equal opportunity, openness, and diversity**.

This approach guides our day-to-day activities within the **People** field of action. Through targeted leadership-development programmes and established feedback and dialogue formats, we foster a culture of exchange, continuous learning and personalised career development.

### 2 PLANET

The responsible management of environmental impacts and natural resources forms the core of our **Planet** field of action. Our climate-action commitment is visible both in **concrete measures** and in the use of **innovative technologies**. Through partnerships with like-minded companies, we are advancing the adoption of lower-emissions transport solutions, including electric trucks and synthetic fuels such as HVO100 and Bio-LNG.

In addition, we rely on **technologies that combine efficiency with resource conservation**: automated packaging systems reduce material usage and waste; heat pumps lower emissions; and AutoStore solutions help save space and energy.

Following the validation of our climate targets by the **Science Based Targets initiative (SBTi)**, we reaffirm our commitment to the 1.5°C pathway and to consistently **advancing toward net-zero emissions by 2050**.

### 3 PARTNERS

The **Partners** field of action encompasses collaboration with businesses across the entire value chain – both upstream and downstream.

Our focus extends beyond economic performance: we demonstrate how **we contribute to society and the environment**, and how **we assume shared responsibility with our partners**. A key element of this approach is our robust corporate governance within the FIEGE Group complemented by clearly defined and binding standards for our suppliers. Our **Supplier Code of Conduct** provides the overarching framework, ensuring that environmental and social criteria are firmly embedded within all our partnerships.

# 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
<b>Working conditions</b>	<b>Training and development</b>	<b>Climate action and environmental protection</b>	<b>Resource efficiency</b>	<b>Sustainable corporate governance</b>	<b>Innovation and cooperation</b>	<b>Social engagement</b>
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.
<b>Link to the ESRS standards of the CSRD</b>						
<ul style="list-style-type: none"> <li>• Own workforce</li> </ul>		<ul style="list-style-type: none"> <li>• Climate change</li> <li>• Pollution</li> <li>• Biodiversity and ecosystems</li> <li>• Resource use and circular economy</li> </ul>		<ul style="list-style-type: none"> <li>• Business conduct</li> <li>• Workers in the value chain</li> </ul>		

## Materiality assessment (2022 – today)

### First materiality assessment

A key milestone in our sustainability strategy. In 2022, we carried out our first materiality assessment based on **Global Reporting Initiative Standards**. This assessment focused on our business activities and the entire value chain. It examined how the priority topics within the three fields of action – working conditions, resource efficiency, and societal engagement – impact our sustainability objectives. The resulting materiality matrix made these priorities transparent.

# 2022

### CSRD integration

Building on these insights, we began systematically integrating the **requirements of the Corporate Sustainability Reporting Directive (CSRD)** into our strategy in 2023. This early alignment enabled us to set the foundation for comprehensive, future-proof reporting.

# 2023

### Double materiality assessment

Conducting the **Double Materiality Assessment (DMA)** in accordance with the CSRD marked another important step. For the first time, we jointly evaluated the impact of our actions on society and the environment as well as the financial risks and opportunities and risks arising from these factors. A detailed outline of the methodical approach is included in the FIEGE Sustainability Report 2024.

# 2024

### KPMG approval

In 2025, the materiality assessment of the topics relevant to FIEGE underwent a **readiness check conducted by the auditing firm KPMG**.

# 2025

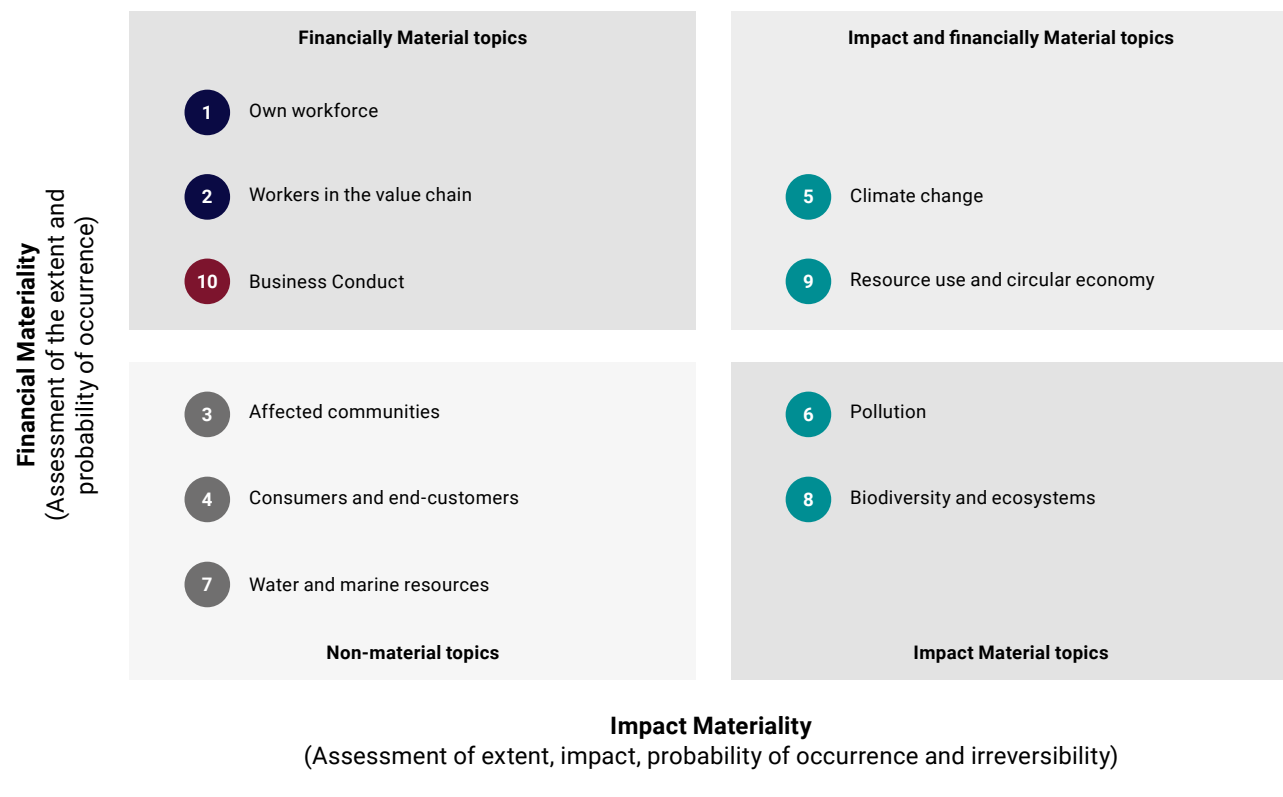
## Stakeholder dialogue

Naturally, our stakeholders bring a **wide range of perspectives and expectations**. Regular dialogue with customers, employees, suppliers, investors and societal representatives is therefore essential. Through **workshops, surveys and appraisals**, we systematically integrate these insights into our corporate strategy.

**Our approach combines two equally important perspectives:**

- **Impact Materiality:**  
Assessing how our business activities affect the environment and society
- **Financial Materiality:**  
Analysing the financial opportunities and risks arising from external sustainability-related topics

The findings of the materiality assessment form the **foundation for our sustainability strategy** and guide our decision-making.



# The assessment covers the entire value chain

## Supply Chain / Upstream:

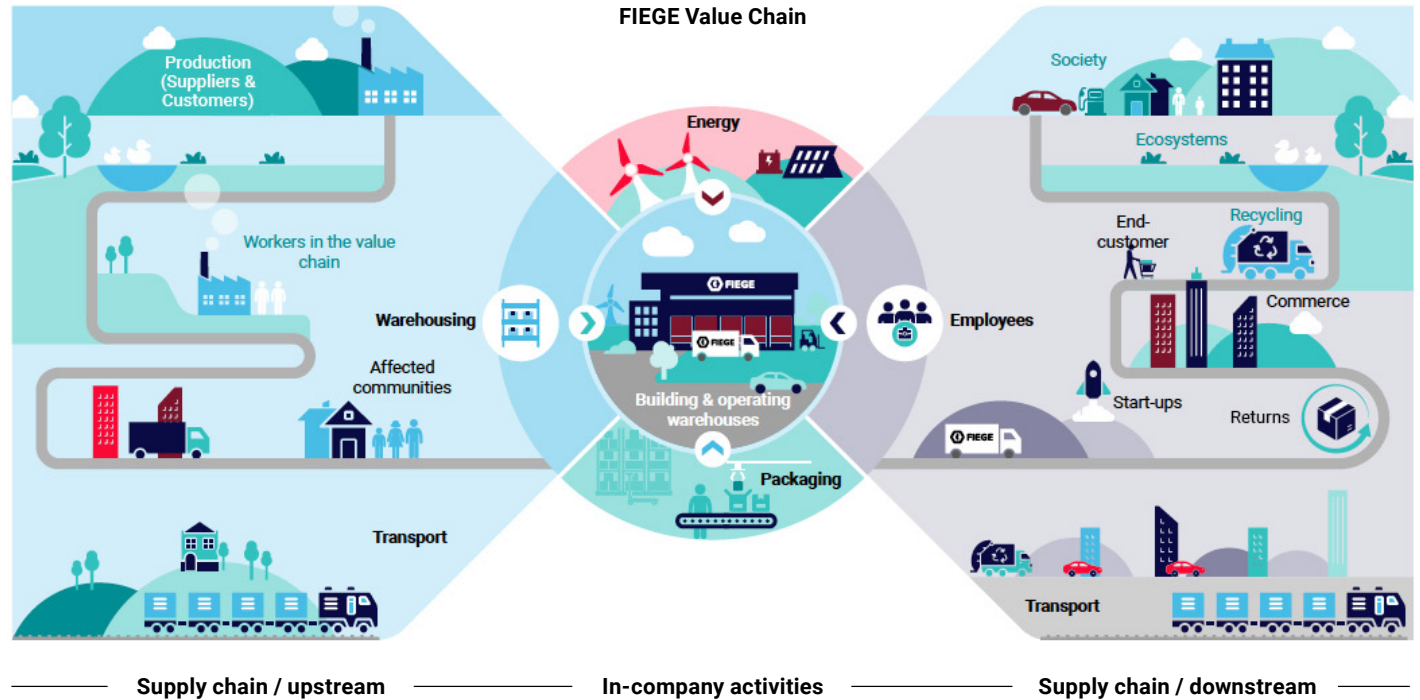
Sustainable procurement and responsibility towards local communities.

## In-company activities:

Use of renewable energy, resource-efficient processes, and fair working conditions.

## Supply Chain / Downstream:

Circular-economy solutions, recycling, and environmentally friendly transportation.



## Responsibilities in sustainability management

**Corporate Sustainability** is the central unit responsible for sustainability management at FIEGE. It defines and steers company-wide sustainability goals, coordinates their implementation, and ensures that sustainability is firmly embedded as a strategic element across all relevant business segments. In addition, it safeguards **transparent and consistent communication** of all internal and external sustainability activities. Alongside internal governance, Corporate Sustainability also plays a crucial role in the collaborating with our customers and the Customer Units (CU).

### What does this collaboration look like in practice?

- Close and continuous communication with the Customer Units (CUs)
- Contributing specialised expertise to tender processes
- Regular dialogue with our customers on strategies, goals, and ongoing projects

This ongoing exchange enables the development of practical, jointly designed solutions and strengthens our contribution to a sustainable transformation within the logistics sector.

We continuously review and further develop the **implementation of defined actions**. This structured approach provides reliability and reinforces the long-term trust of investors, customers, and other stakeholders with whom we maintain regular dialogue.

### Collaboration and implementation within the organisation

The integration of sustainability into our corporate activities is supported by an **international network of Sustainability Excellence Managers**. In addition, Corporate Sustainability works closely with central specialist departments, including:

- People & Culture
- Facility- and Energy Management
- Purchasing
- Quality Management
- Operational Excellence

This cross-departmental teamwork is essential for firmly and sustainably embed our sustainability goals throughout the entire organisation.

### Working with our customers

We listen and pay attention to our customers and devise **customized value-added logistics solutions** based on their requirements.



# Sustainability in corporate governance

## The Executive Board

“**Leading by Example**” is the guiding principle of FIEGE’s corporate governance. Sustainability is therefore, firmly anchored as a strategic priority at the highest level. Whether in board meetings, shareholder assemblies, or other management formats sustainability considerations **are integrated early into strategic decision-making to ensure a long-lasting impact.**



### Felix Fiege

**Co-CEO & Circumnavigator**  
MarCom | Sustainability | F-Log |  
Data & AI | IT | FIEGE Digital |  
Technology & Innovation



### Jens Fiege

**Co-CEO & Skater**  
Real Estate | Strategic  
People & Culture | Corporate Strategy |  
Energymanagement and -solutions |  
FIEGE NOW



### Martin Rademaker

**Board member & Football coach**  
Customer Units | Solution Design |  
Revenue Management | MarCom |  
International Sales |  
Strategic Development



### Alfred Messink

**Board member & Guitarist**  
Finance | Accounting | Controlling |  
Operative People & Culture |  
Information Security | Procurement |  
Internal Audit | Legal |  
Restructuring & Analytics



### Peter Scherbel

**Board member & Mountaineer**  
Regional Units | Product Units |  
Operational Excellence |  
Warehouse Automation |  
Restructuring Intensive Care

## Scores and evaluation frameworks

We believe that **progress happens together**. At FIEGE, we embrace a shared process of learning and co-creation. Building the right **partnerships and participating in meaningful initiatives** play a key role in this approach.

These networks **provide fresh external perspectives and valuable experiences** that enrich our own development. Evaluation frameworks and sustainability ratings provide us with:

- **Transparency and comparability**
- **Clear measurability of progress**
- **Structured feedback**
- **Insight into areas requiring urgent action**

By **following recognised standards**, we ensure that our evaluations remain transparent and credible. At the same time, we use the resulting insights as motivation for **continuous improvement** – We aim and commit to becoming a little better every year.

## Memberships

### econsense

#### econsense competence programme

The econsense competence programme provides **practical, experience-based know-how** for medium-sized companies and facilitates **professional exchange** on current sustainability topics.



#### Diversity Charter

**In 2024**, we signed the charter, thereby making a clear commitment to **promoting diversity, equal opportunities and a respectful working environment**.



#### Bundesvereinigung Logistik

Within the BVL, our focus lies particularly **on innovation and sustainability topics relevant to the logistics industry** where we actively contribute our expertise.



#### United Nations Global Compact

By participating in the United Nations Global Compact, we commit to upholding its fundamental principles in the areas of **human rights, labour standards, environmental protection and the anti-corruption**.

# Initiatives



## Science Based Targets initiative

The SBTi provides an internationally recognised **framework for science-based climate targets**. Our net-zero targets were validated at the beginning of the year.

# Ratings



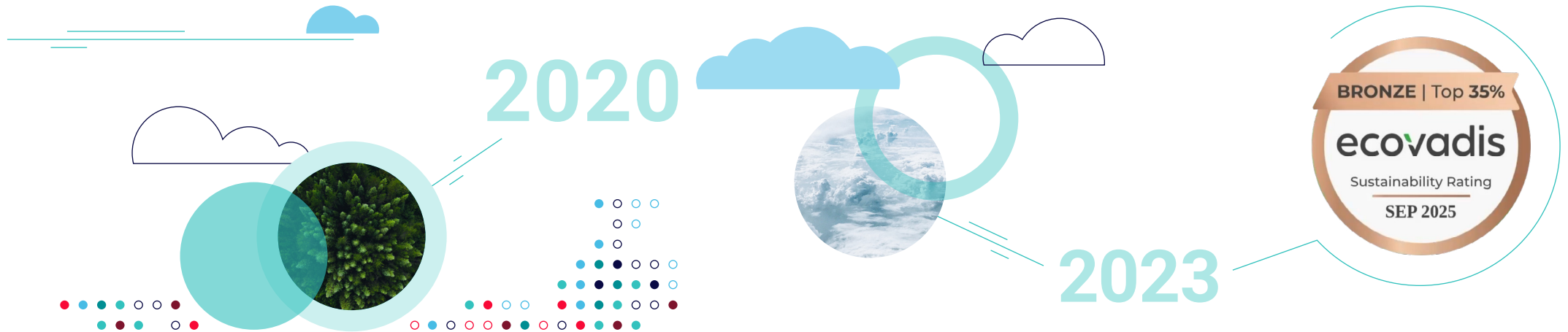
## Carbon Disclosure Project

FIEGE has participated in the CDP rating **since 2020**. In 2025, we achieved **a B score and an A score in the Supplier Engagement Assessment**.



## EcoVadis

Since 2023, the Group has been EcoVadis-certified. Our environmental performance is **above the industry average**, earning us a **bronze medal in the current reporting year**.



## Corporate sustainability successes in 2025: our milestones

Last year, we again celebrated **a number of important achievements** that strengthen our commitment and demonstrate **that we are on the right path.**

1.

Validation of our emissions targets by the **Science Based Targets initiative (SBTi)** in mid-2025

2.

**Award of the EcoVadis bronze medal** based on our strong environmental performance

3.

Our best results to-date in the Carbon Disclosure Project: **B in Climate Change) and B- in Water Security**, as well as an **A Score in the Supplier Engagement Assessment**

4.

**Successful implementation of customer projects** in the Circular Economy (see p. 58)



“We know that a long path still lies ahead of us before we reach our vision ‚Emissions = Net Zero by 2050‘. But what matters is that we pursue this goal with determination – and become better year after year.”

**Felix Fiege & Jens Fiege**

Field of action 1

# People

Only together  
can we shape  
the future.

## Focus Topics

- 1.1 Working conditions
- 1.2 Training and development



## Our corporate culture

<h1>1 PEOPLE</h1>	
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.

**Encouraging personal responsibility, rewarding initiative and fostering professional development** are three of the key pillars of our corporate culture. **Customer centricity** is always at the heart of our actions because innovation thrives in an environment where the status quo is challenged and collaborations happens across all levels of the organisation.

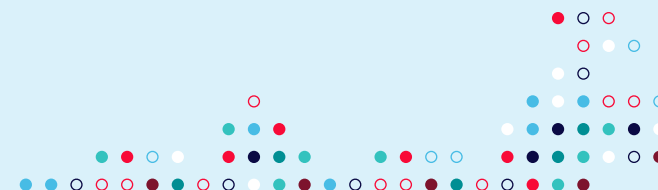
That is why we seek people who share our **values and mindset**. Commitment, responsibility and character are the foundation of working at FIEGE and matter more to us than qualifications alone.

As an international family business, we are firmly committed to creating a **discrimination-free, inclusive working environment**. People & Culture is not an add-on, but a **central pillar** of our strategy – **ensuring appreciation, development, and a strong sense of belonging across the organisation**.

We invest in targeted **continuing professional development (CPD)**, offer **meaningful roles** and place **great importance on health and safety in the workplace**.

### What defines an inclusive, high-performing community at FIEGE?

- Targeted **development programmes**
- **Open leadership** and **corporate culture**
- **Equal opportunity** and **fairness**
- **Diversity as a strength** and **collaboration at eye level**
- **Clear goals, measurable progress** and **ongoing improvement**



# Diversity, equity & inclusion at a glance

## Equal Opportunity Handbook

**Appreciation** is a fundamental part of our daily work. With the aim of creating a practical and accessible guide, the FIEGE Equality Power team launched the **Equal Opportunity Handbook** in 2025. This handbook **brings together concrete guidelines, actionable measures and useful tools** to support managers and employees in their day-to-day work.

**If focuses on three key fields of action:**

- **Mindset, bias and transparency**
- **Attraction and recruiting**
- **Development and retention**

## All on the same page

The handbook establishes a **common understanding of equal opportunity** across all locations and specialist departments. It helps reduce bias and ensures fair conditions for everyone.

**We are convinced that diverse teams are more productive, more creative and more decisive** – qualities that strengthen innovation and competitive advantage. At the same time, fair and inclusive practices enhance **employee loyalty and engagement, lower turnover and increase workplace satisfaction**. An inclusive corporate culture significantly boosts employer attractiveness by drawing diverse talent and enabling them to thrive long-term.



“At FIEGE, diversity and equal opportunity are not mere nice-to-have values – they form the foundation of our success. Different perspectives make us stronger, more creative and future-proof.”

Jens Fiege & Felix Fiege

**Info box: FIEGE Equality Power**

**FIEGE Equality Power** ist ein internationales Projekt, das sich **für Chancengleichheit einsetzt**.



# Responsibility and human rights

**Assuming responsibility** is a fundamental principle for us – toward our colleagues, our partners and society as a whole. As a Group, we are committed to **respecting internationally recognised human rights**, and our actions are guided by globally established standards.

**Our guiding frameworks include:**

- **Universal Declaration of Human Rights** (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 frameworks demonstrate that our principles are embedded **at every level of our organisation**. They provide a binding orientation for decision-making and processes – **for everyone**.



**Sustainable HR strategies**



**Long-term development prospects**



**Respectful collaboration**

## Industrial Safety and Human Rights Policy

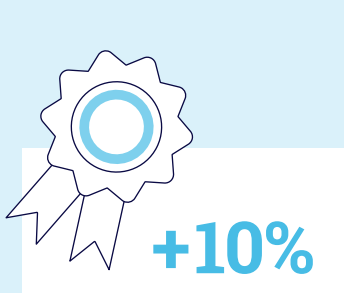
The policy is grounded in the international standards listed above. It defines **clear core topics, measurable objectives** and **mandatory actions across the entire Group**. Updated in 2025, the policy applies not only to our own sites, but also to those across our entire value chain.

**Our focus areas:**

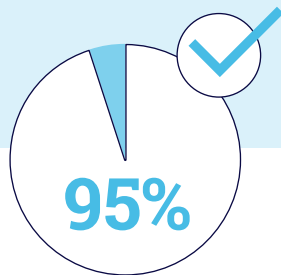
- **Unconditional respect for fundamental human rights**
- **A strict prohibition of child labour and all forms of exploitation** – including within our supply chain
- **Zero tolerance for forced labour, discrimination, harassment and unfair treatment**
- Promotion of **gender equality**
- **Safeguarding freedom of association** and the right to collective bargaining
- **Protection of labour rights and the assurance of fair working conditions**
- **Fair wages, strong health and safety standards and secure workplaces**
- **Consistent action against violence, discrimination and harassment**

Together, these principles create a **reliable framework**, build **trust** and ensure that human rights at FIEGE are not only defined, but **actively practiced**.

# Quantitative goals and measurable progress



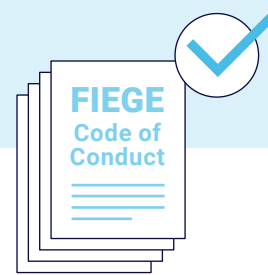
→ Increase **free CPD training and development opportunities** accessible to all employees by 10%



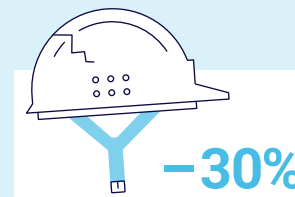
→ Achieve 95% accessibility of **all e-learning formats in line with WCAG-Standards** (Web Content Accessibility Guidelines) by 2025



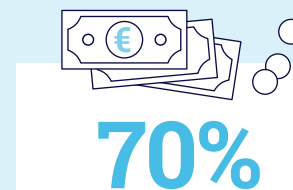
→ Connect two additional FIEGE national companies to the **FIEGE Academy and its learning content** in 2025



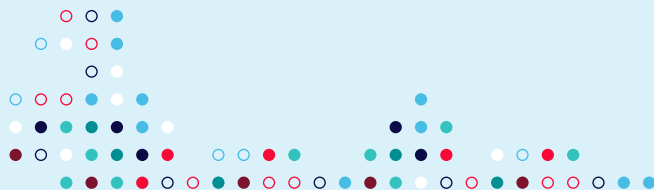
→ Develop and roll out the **“Living the FIEGE Code of Conduct” training** across the Group from 2025 onward



→ **Reduce the workplace accident rate by 30%** by 2030, based on the 2023 baseline



→ Ensure remuneration comparable to a collective bargaining agreement **for 70% of all FIEGE Group employees by 2026**



### Info box: WCAG

The WCAG standard refers to **learning formats designed in accordance with the Web Content Accessibility Guidelines** (WCAG, typically version 2.1 or 2.2, Level AA), making them **perceivable, operable, understandable, and robust for people with different disabilities.**

## Implementing the labour and human rights policy

Communicating standards alone is not enough. We systematically **document deviations and areas for improvement** to ensure continuous progress.

### Our actions:

01

**Annual review** of the policy as well as all preventive and corrective measures

02

**Transparent documentation** of complaints, allegations and breaches

03

**Whistleblowing mechanisms** related to the FIEGE Code of Conduct, including an anonymous reporting option via our website

04

**Clear disciplinary consequences** in the event of violations of applicable law or human rights principles

## Governance, corporate social responsibility and risk management

Together with the relevant specialist departments, the **Executive Board** oversees compliance, control and review. **All employees** contribute actively – through awareness-raising measures, ongoing dialogue and clearly defined responsibilities. Our accumulated experience enables us to **identify risks earlier, respond more quickly** and **act in a structured and consistent manner**.



We take responsibility – towards our colleagues, our partners and society. As a Group, we are committed to respecting internationally recognised human rights, guided at all times by globally established standards.



Focus Topic

# 1.1 — Working conditions

Because we understand fairness.



# 1.1 Working conditions

## An appreciative corporate culture

Attractive working conditions arise where **safety, trust and development go hand in hand**. This includes in particular:

- Competitive and transparent **remuneration**
- Flexible **working time models**
- A safe and respectful **working environment**



## Fair and transparent remuneration

**Fairness and recognition** – regardless job role or pay grade – are non-negotiable principles of our remuneration approach. We naturally comply with all labour-law requirements and continuously refine our internal standards.

Regular risk assessments help us **identify potential areas for improvement at an early stage**. To ensure this, our managers receive targeted training and employee representatives are closely involved in all relevant processes. **Collective bargaining agreements and labour-law frameworks provide an essential foundation for long-term, sustainable solutions.**

**Data protection plays a central role in this context.** Specially qualified Data Protection Officers oversee all relevant processes to ensure compliance and confidentiality.



## Employee survey 2025

Since 2020, we have conducted a **Group-wide employee survey**. The results offer valuable insights into satisfaction, engagement and areas where further development is needed.

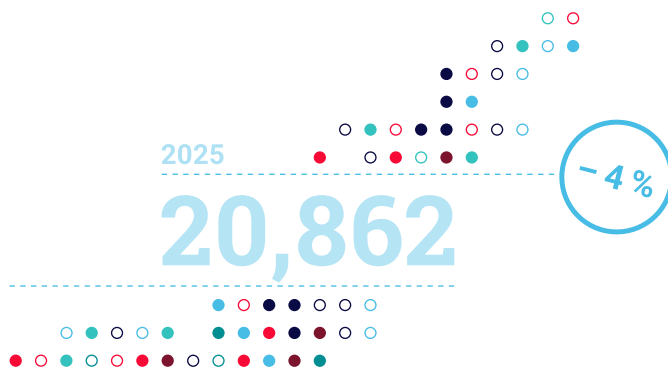
Encouragingly, the survey has shown a **consistently positive trend in overall satisfaction over the years** – one of the most important indicators of the effectiveness of our measures.

	2023	2024	2025
<b>Participation rate</b>	80%	74%	<b>70%</b>
<b>Overall satisfaction</b>	4.53/6	4.55/6	<b>4.60/6</b>

## Who works where at FIEGE?

Currently, **nearly 21,000 employees** are part of the FIEGE family representing a **4% decrease** compared with the previous year (21,696). This development reflects both regional dynamics as well as broader economic conditions.

**Geopolitical factors** and **strategic adjustments to shifting market conditions** impact our locations in very different ways. While some regions are experiencing **growth and higher demand**, others require **comprehensive restructuring**.



	2023	2024	2025	Growth / Decrease	External (FTE)
<b>FIEGE Group</b>	21,980	21,696	<b>20,862</b>	<b>- 4 %</b>	<b>6,374</b>
<b>Belgium</b>	142	163	<b>174</b>	<b>+ 7 %</b>	<b>5</b>
<b>China</b>	82	49	<b>76</b>	<b>+ 55 %</b>	<b>93</b>
<b>Germany</b>	12,621	12,122	<b>11,066</b>	<b>- 9 %</b>	<b>2,438</b>
<b>Great Britain</b>	÷	÷	<b>17</b>	÷	<b>628</b>
<b>Italy</b>	2,329	2,523	<b>2,870</b>	<b>+ 14 %</b>	<b>1,016</b>
<b>The Netherlands</b>	142	130	<b>108</b>	<b>- 17 %</b>	<b>24</b>
<b>Austria</b>	68	76	<b>66</b>	<b>- 13 %</b>	<b>3</b>
<b>Poland</b>	5,404	5,378	<b>5,209</b>	<b>- 3 %</b>	<b>1,718</b>
<b>Switzerland</b>	406	426	<b>420</b>	<b>- 1 %</b>	÷
<b>Singapore</b>	33	32	<b>26</b>	<b>- 19 %</b>	<b>4</b>
<b>Slovakia</b>	39	36	<b>38</b>	<b>+ 6 %</b>	<b>1</b>
<b>Czech Republic</b>	306	341	<b>361</b>	<b>+ 6 %</b>	<b>190</b>
<b>Turkey</b>	1	1	<b>4</b>	<b>+ 300 %</b>	<b>30</b>
<b>Ukraine</b>	100	135	<b>150</b>	<b>+ 11 %</b>	<b>2</b>
<b>Hungary</b>	307	284	<b>277</b>	<b>- 2 %</b>	<b>222</b>

## The four strategic pillars of our People & Culture initiatives



### → WIN

- Attracting the **best talent for FIEGE**
- Placing talent in **strategically critical positions**
- **Achieving our growth and diversity goals** together
- **Strengthening our employer brand** and ensuring an optimal candidate experience



### → KEEP

- Creating a **positive working environment**
- Ensuring employees **feel valued and recognised**
- Implementing **long-term retention measures** focused on achievements



### → DEVELOP

- Targeted **talent promotion**
- Providing **meaningful CPD opportunities** and **clear career pathways**



### → CULTURE

- Establishing a unified **corporate culture**
- Strengthening **identification, teamwork** and **shared values**

## Employment trend

The long-term loyalty of our employees is one of our central objectives. Compared with the previous year our overall employment structure has remained largely stable. Of particular importance is the consistent share of full-time and part-time employees. The year-on-year stability of these ratios reflects both our commitment to reliable working models and the flexibility we offer to accommodate individual circumstances.

The gender distribution at FIEGE remains well balanced. Women represent 48% of our workforce, while men account for 52%. This demonstrates our continued commitment to fostering a diverse working environment and ensuring equal opportunities for all employees.

Our age-structure data likewise shows stable development. The distribution across age groups remained almost unchanged from the previous year. Only the share of employees under 30 declined slightly by 2%, highlighting the importance of targeted measures to attract and retain young talent. The groups aged 30–50 and over 50 remained virtually unchanged.



## Employment type and gender

		2023	2024	2025
<b>Woman</b>	Full-time	36%	36%	<b>38%</b>
	Part-time	12%	10%	<b>10%</b>
<b>Men</b>	Full-time	41%	45%	<b>45%</b>
	Part-time	11%	9%	<b>7%</b>
<b>Total</b>	<b>Full-time</b>	77%	82%	<b>83%</b>
	<b>Part-time</b>	23%	18%	<b>17%</b>

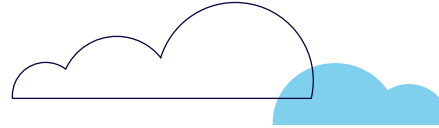
## Open-ended vs. fixed-term employment

While flexible employment models are necessary to meet evolving market requirements, sustainable personnel development **depends on a reliable framework**.

For this reason, **84% of our employees have open-ended contracts**, while **only 16% are employed on fixed-term contracts**. Despite ongoing economic challenges, we aim to maintain – and ideally increase – the high proportion of employees with open-ended contracts.

### Contract type

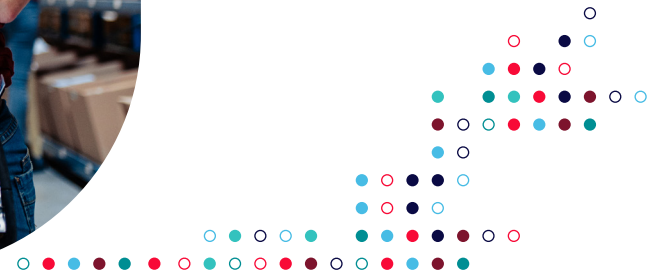
	2024	2025
<b>Open-ended</b>	82%	<b>84%</b>
<b>Fixed-term contracts</b>	18%	<b>16%</b>



### Takeaway

Our ambition is clear: **to create secure, long-term jobs, enable development, and grow together**. Ideally on a global scale. Promoting young talent, embracing diversity, and building stable employment structures are key levers in achieving this.

At the same time, we are **strengthening and consolidating our presence in our core markets**. In doing so, we secure our long-term competitiveness and actively help shape the future of work.



Focus Topic

# 1.2 — Training and development

Because we always go one step further with our team.



## 1.2 Training and development

### Opportunities at FIEGE

#### Recognising talent. Enabling potential.

At FIEGE, we **actively promote internal career opportunities and long-term development paths**. Employees who demonstrate strong ambition and high potential receive targeted support that aligns their individual growth with the strategic needs of the company.

In 2025, our **focus was on the intensive development of existing high-potential employees**. Individualized development plans based on the **70-20-10 principle**, targeted preparation for new responsibilities, and personal guidance during transition phases formed the core of our efforts.

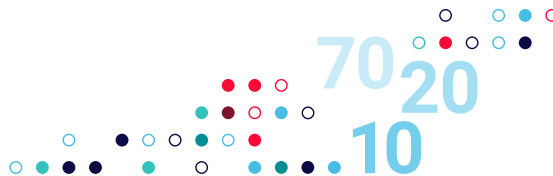
In parallel, we developed a **new concept in 2025 to enhance leadership development**. The aim is to create **clear development pathways for potential top managers** through a structured development process and learning journeys that are aligned with the FIEGE strategy.

#### Structured development – personalised and practice-oriented

We rely on a **broad spectrum of learning formats** and ensure that new skills are transferred directly into everyday work through practical, on-the-job measures. These include:

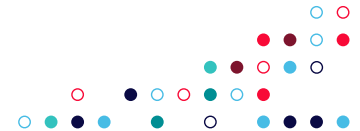
- Practical, hands-on **training and e-learning modules**
- Comprehensive learning paths, **including dedicated programmes for leaders**
- **Individual coaching and mentoring**
- **Development programmes**

In close collaboration with **our recruiting team**, we specifically consider **high-potential candidates for internal placements**.



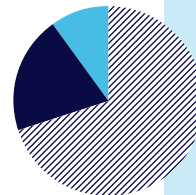
#### Ready for the future

To work even more closely **in line with future needs and skills**, we are continuously refining our approach. We are **aligning training formats more closely with emerging requirements**, fostering **strategically relevant skills** for each target group, and **creating greater transparency** – from the application process to final placement.



#### Info box: The 70-20-10-Model

- The model describes learning as an interplay of:
- **70% learning through practical experience**
  - **20% learning through exchange, feedback, and social interaction**
  - **10% learning through formal education and training**





## FIEGE Academy – Compact CPD

The FIEGE Academy serves as the Group’s **central hub for training and development**. It consolidates all learning offerings across the organization and provides comprehensive opportunities for both **professional and personal growth**.

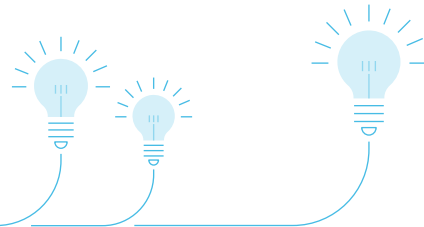


### FIEGE Campus: A modern learning and working environment

Since 2024, the FIEGE Campus has **combined innovative learning environments with an inspiring natural setting**. In November 2025, the Campus **expanded the range of jobs** for which training was offered and the number of coaching and mentoring fields it supported. **The complement of training rooms was also increased.**

#### Campus offerings

The Campus is ideal for **training seminars, workshops and off-site sessions**. Employees have rated the new facilities very positively.





**FIEGE Academy successes in 2025**

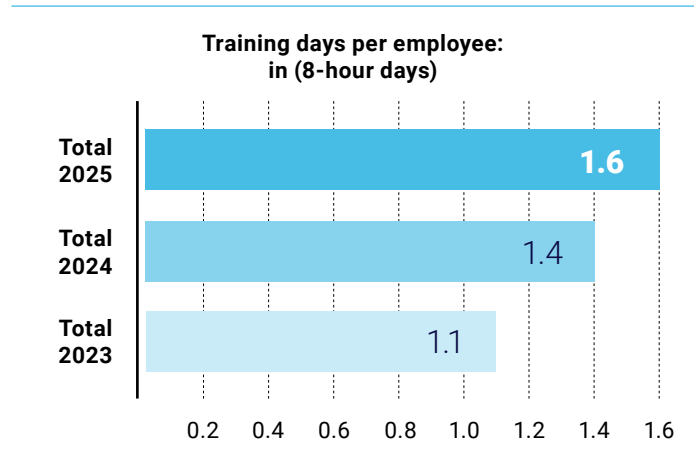
- **Establishment of the Implementation School**, supporting sites during operational transitions
- **Internationalisation of the Academy** by onboarding the first Italian and Swiss locations
- **Strengthened collaboration with DISC** and **expansion of team workshops**
- **Training of the first cohort of in-house business coaches**; the next programme, including external participants, will begin in 2026

**Info box: DISC**

DISC is a **behaviour-based personality model** that describes different working and communication styles (Dominant, Influential, Steady, Conscientious) and is used to **strengthen collaboration, communication, and mutual understanding within teams.**

**Motivation and learning culture**

There is a **clear upwards trend** in the average number of training days per employee: in 2023, the number of training days averaged out at 1.1 days per employee; by 2024, **this figure had risen to 1.4 days and in 2025 reached 1.6 days** (run by or at the FIEGE Academy).



This **steady growth** reflects the organisation’s commitment to employee development. By ensuring that training is **accessible and practice-oriented**, we effectively transfer knowledge and strengthen a **culture of continuous learning.**

2025  
1.6 days  
12.8 hours  
per employee



### Additional learning opportunities

We are also **expanding our learning portfolio** in the area of sustainability. In 2026, we will continue our successful **Lunchtime Learning formats** where we provide updates on the latest sustainability topics of relevance to FIEGE and our customers. In addition, we will conduct further **Climate Fresk workshops** which empower our employees to understand the scientific foundations of climate change and derive meaningful professional and personal actions – knowledge they can then share with their teams.

Beyond sustainability, we also offer **training in Power BI and Microsoft 365**. A newly introduced **project management training programme** further enriches our portfolio and supports professional project work group-wide.

### Career day: Community Makes Us Strong

Under the motto *Community Makes Us Strong*, the 35<sup>th</sup> **Career Day of our family business** was held in 2025. We welcomed more than **50 leading German family businesses to our X-Dock in Münster** and offered professionals and junior recruits the opportunity to network and explore career paths within family-run companies.

#### Advantage of hosting this event:

By hosting this event, we not only **provided insights into our corporate culture** but also demonstrated **the value FIEGE places on networking, dialogue and the development of young talent**.



Field of action 1

# Additional relevant topics

## Diversity and inclusion

As a firmly embedded part of our corporate culture, diversity is **more than “just another topic”**. Its impact can be seen in many areas of our daily work.

### FIGE International Team (FIT)

The FIGE International Team (FIT) is **our development programme for young talent**. Last year, inclusion played a central role. For example, donations enabled the **participation of an Italian athlete in the Special Olympics World Winter Games** in March. In addition, **FIGE Corporate Volunteers** supported the organisation of the event.



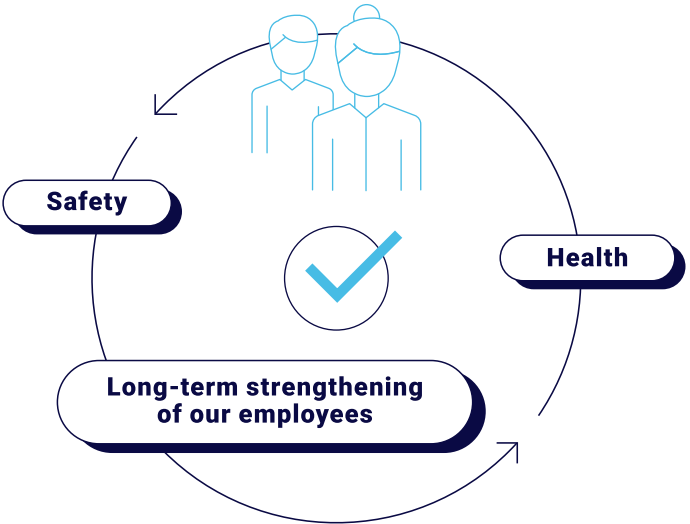
## Occupational health and safety

Sustainable corporate governance cannot exist without **core values such as safety, health and long-term support for our employees**. We systematically anchor these topics in our strategy and rely on clear structures, strong prevention measures and transparent controls.

In 2025, we implemented **a range of measures to strengthen occupational health and safety across the organisation**, including:

1. Launch of **Safety<sup>2</sup>**, our new **HSE platform**
2. Integration of **occupational safety processes with ISO 45001**
3. Introduction of standardised **safety footwear**
4. Further development of the **accident benchmark process**

By 2030, we aim to **reduce our accident rate by 30%** compared to the 2023 baseline – equivalent to an average **annual reduction of 5%**.



**Info box: Accident Rate under CSRD**

The accident rate is calculated **based on the number of workplace accidents that result in at least three days of absence** (excluding the day of the accident) **per one million hours worked**.

## Outlook

- Continued measures to **strengthen employee retention and development**
- **Redesign of the Talent Development process** in 2026
- Ongoing actions to further **reduce the workplace accident rate**

## Field of action 2

# Planet

We act today  
for a better  
environment  
tomorrow.

## Focus Topics

- 2.1 Climate action and environmental protection
- 2.2 Resource efficiency



2 PLANET	
2.1	2.2
<b>Climate action and environmental protection</b>	<b>Resource efficiency</b>
We are consistently reducing emissions through the sustained transformation of our business activities and are proactively committed to preserving the environment.	The responsible and environmentally conscious use of natural resources is essential to us, enabling us to continuously identify savings potential.



Our mission is clear: to steadily increase our contribution to climate and environment protection – effectively, measurably and with long-lasting impact.

## Responsibility in the logistics sector

Our industry carries **significant environmental responsibility**. This includes not only reducing GHG-emissions but also using resources as efficiently as possible. It is therefore our obligation to **consistently lower GHG-emissions** while simultaneously **minimising resource consumption**. We are fully aware of this responsibility. As an international logistics company, we take targeted action where our leverage is strongest.

### Our measures include:

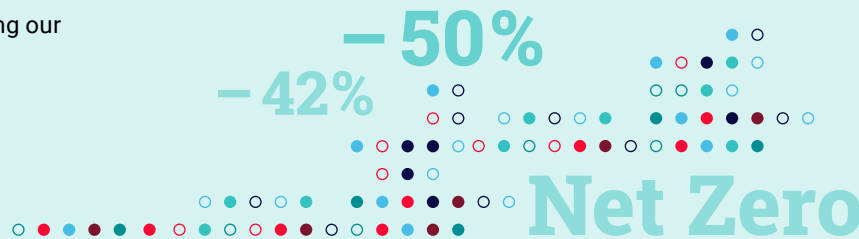
- Energy-efficient and climate friendly **operation of logistics properties**
- Continuous development of **renewable energy**
- Testing and deployment of **alternative drive technologies and fuels**
- **Reducing packaging material** and advising our customers on resource efficiency

## All together for our climate goals

All locations are fully integrated into our emissions-mitigating measures. They are supported by our **centralised Energy Management and Corporate-Sustainability-Team** as well as by **local Sustainability Ambassadors**.

### Together, we remain focused on our overarching goals:

- **Halving our Scope 1 & 2 emissions by 2030, based on the 2021 baseline**
- **Reducing our Scope-3-emissions by 42% by 2030, based on the 2023 baseline**
- **Achieving net-zero across all scopes by 2050**



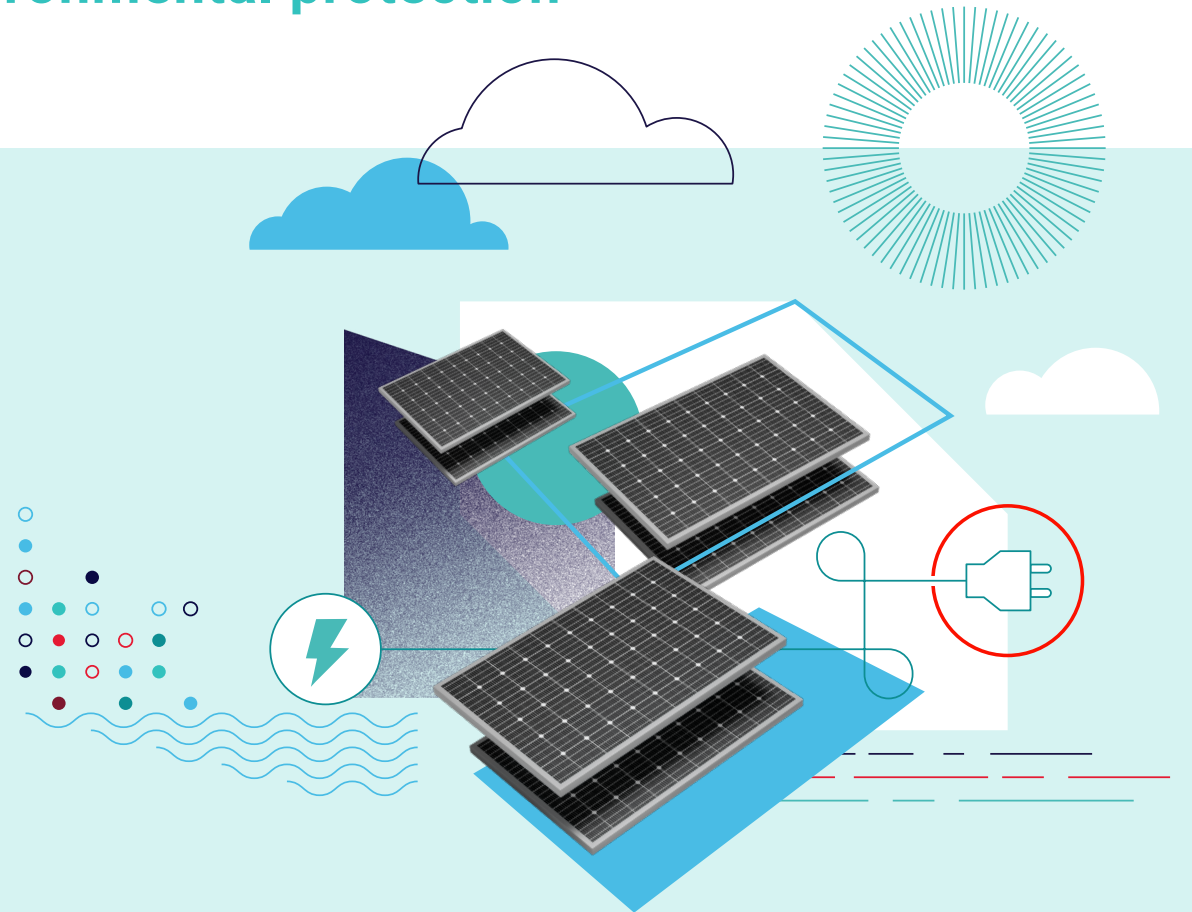
—————→

The global climate crisis calls for decisive action – and at FIEGE, we are taking responsibility.

Focus Topic

## 2.1 — Climate action and environmental protection

Because it is  
our mission  
to reduce  
emissions.



## 2.1 Climate action and environmental protection

We consistently align our business decisions **with climate-mitigation and environmental- compatibility objectives**. In doing so, FIEGE assumes responsibility during the climate crisis.

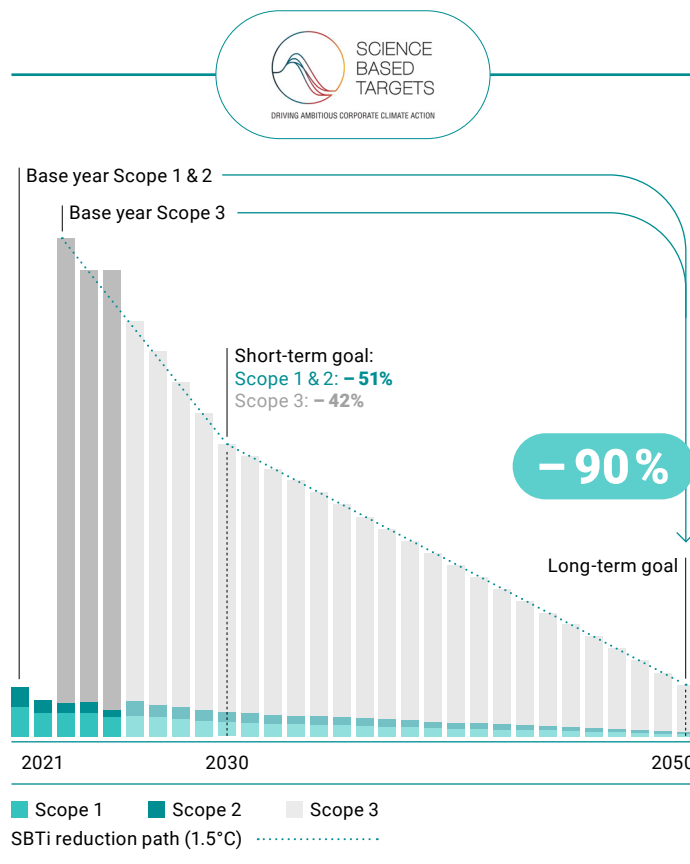
### Validation of our net-zero targets by the SBTi

We explicitly **commit to the 1.5°C target of the Paris Agreement**. To anchor this scientifically, we submitted our emissions reduction targets to the **Science Based Targets initiative (SBTi) at the beginning of 2025**. These targets were officially validated as aligned with the Paris Agreement in the summer.

**A structured approach is essential.**  
Our comprehensive transition plan defines:

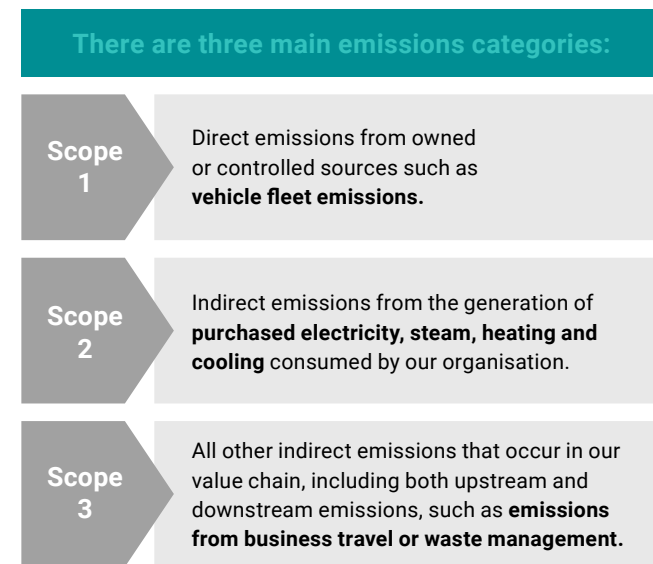
- Ambitious, science-based **guidelines**
- **Concrete measures** to reduce emissions
- **Continuous monitoring** to transparently track and manage our progress

**This provides a clear path toward our destination.**  
Quantifiable, verifiable and effective.



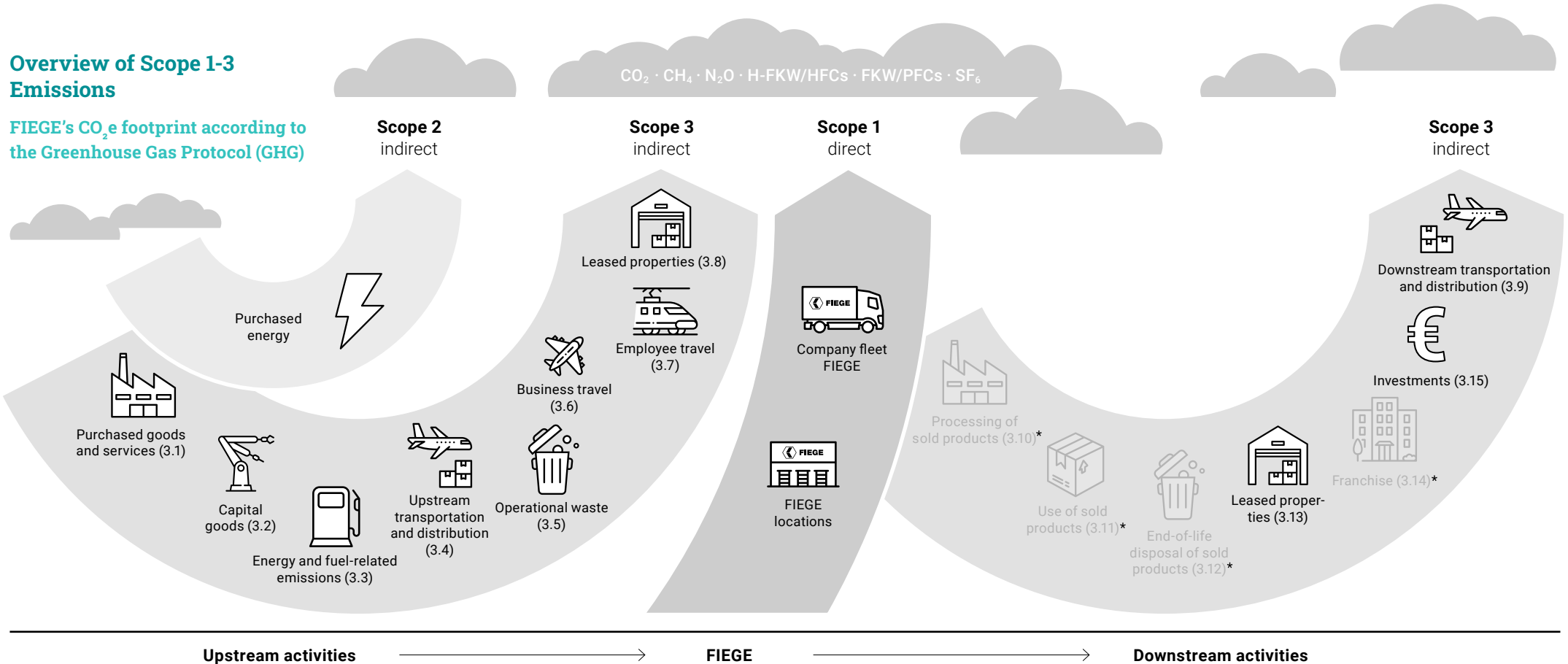
### What is the difference between Scope 1, Scope 2 and Scope 3 emissions?

To **effectively reduce greenhouse-gas emissions**, we must first understand **where they occur** and **how they are categorised**.



## Overview of Scope 1-3 Emissions

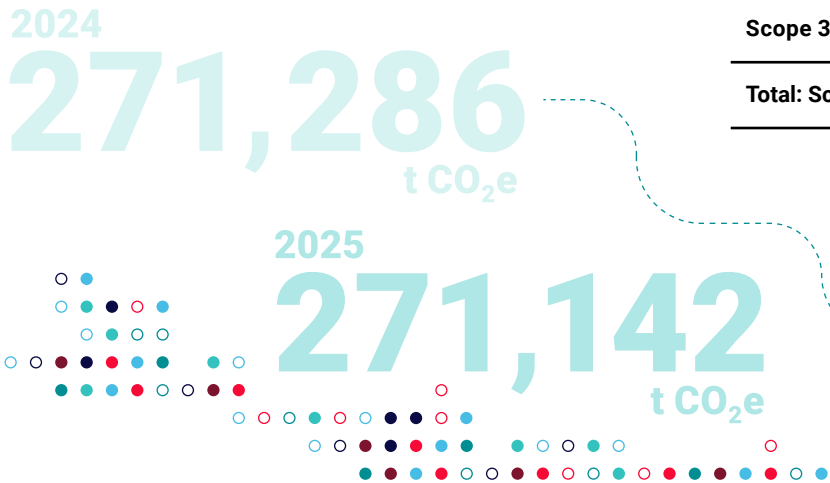
FIEGE's CO<sub>2</sub>e footprint according to the Greenhouse Gas Protocol (GHG)



\* Die transparent dargestellten Kategorien sind für FIEGE nicht relevant und werden daher nicht erfasst.

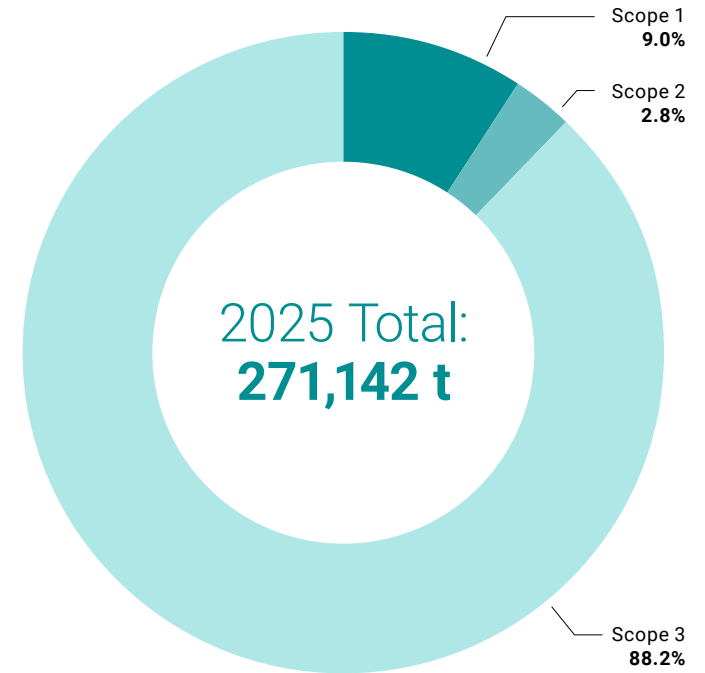
### Allocation of emissions

In the 2025 financial year, our total emissions across all scopes amounted to **271,142 t CO<sub>2</sub>e**. Our emissions remained unchanged – while our revenue **grew by 4.1%**. Nevertheless, we must **intensify our decarbonisation efforts to achieve our climate targets**.



#### Emissions breakdown by scopes

Scope 1	24,421 t	9.0%
Scope 2	7,474 t	2.8%
Scope 3	239,247 t	88.2%
<b>Total: Scope 1-3</b>	<b>271,142 t</b>	<b>100%</b>



## Distribution of emissions

Scope 1			
No.	Emission category	t CO <sub>2</sub> e	Share
1.01	Self-generated heat	13,911	5.1 %
1.02	Vehicle fleet	10,474	3.9 %
1.04	Refrigerant	36	0.0 %
1	<b>Total</b>	<b>24,421</b>	<b>9.0 %</b>

Scope 2			
No.	Emission category	t CO <sub>2</sub> e	Share
2.01	Purchased electricity (market-based)	7,168	2.6 %
2.02	Purchased heat / District heating	306	0.1 %
2	<b>Total</b>	<b>7,474</b>	<b>2.8 %</b>

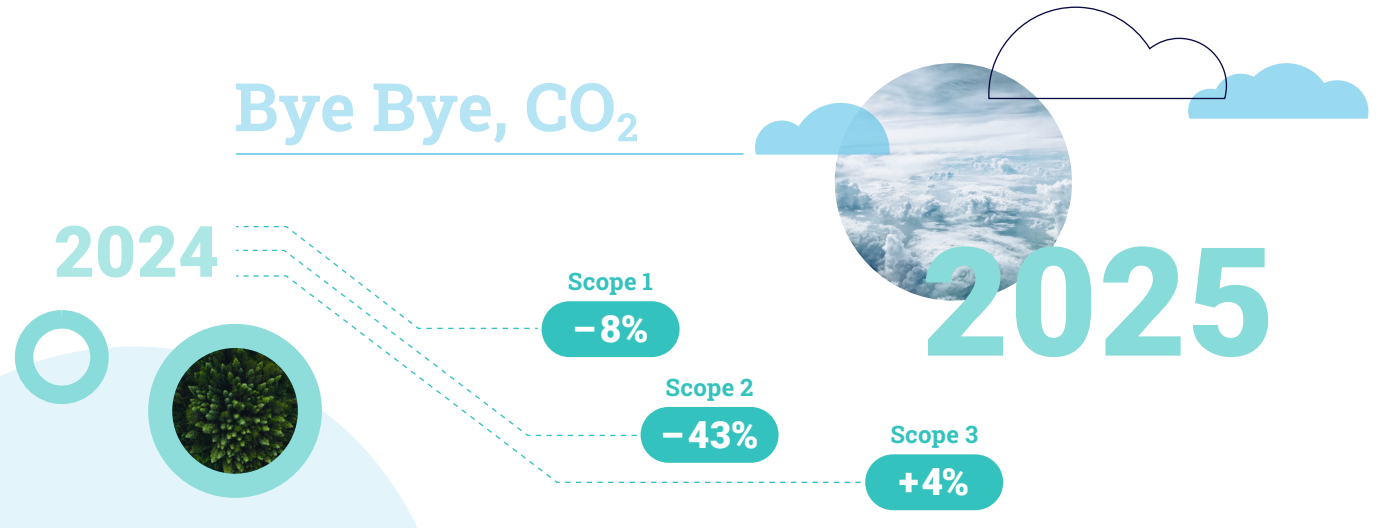
Scope 3			
No.	Emission category	t CO <sub>2</sub> e	Share
3.1	Purchased goods and services	28,493	10.5 %
3.2	Capital goods	10,996	4.1 %
3.3	Fuel and energy-related emissions	8,949	3.3 %
3.4	Upstream transportation and distribution	155,201	57.2 %
3.5	Operational waste	2,393	0.9 %
3.6	Business travel	1,226	0.5 %
3.7	Employee travel	30,574	11.3 %
3.12	Disposal of sold products	1,381	0.5 %
3.15	Investments	34	0.0 %
3	<b>Total</b>	<b>239,247</b>	<b>88.2 %</b>

The emission categories shown relate to emission sources that are relevant to FIEGE.

All scopes (Scope 1 + Scope 2 + Scope 3): 100% = 271,142 t CO<sub>2</sub>e

## Development of emissions by scopes

How did our consumption within the scopes develop over the past year? Based on these figures, the priority action areas for the coming year can be identified to continue the positive trend.



### Scope 1

- A decrease of **8%** compared with 2024
- **Key drivers:** replacement of oil and gas heating systems, installation of heat pumps, and electrification of the vehicle fleet (cars and trucks)
- This effect reflects **real savings** compared with the previous year

### Scope 2

- A decrease of **43%** compared with 2024
- **Key driver:** the continued expansion of renewable electricity generation
- This effect reflects **real savings** compared with the previous year

### Scope 3

- **Change** compared with the previous year: **+4%**
- The commissioning of external transport service providers (Category 3.4) remains **our largest emissions driver**, accounting for well over half of our Scope 3 emissions
- The year-on-year change is **partly due to volume effects and partly to improvements in data availability** for purchased products and commissioned transport services, which cannot be fully reconstructed for previous years

## Emissions over time

In the year-on-year comparison, we continue to **achieve improvements in our overall greenhouse gas emissions**, primarily driven by the progress made in Scopes 1 and 2.

With the aim of increasing the controllability of our emission sources and enhancing the robustness of our data, we are continuously **working on improving the data foundation and calculation methodology for our carbon footprint**. This includes, among other measures, the ongoing consolidation of

our transport management into a central system **certified in accordance with ISO 14083**, as well as the increasing use of quantity-based rather than expenditure-based data for purchased products.

Although we strive to apply such methodological changes retrospectively to previous reporting years or to use comparable conservative calculation approaches, **the necessary data basis is not always available**. This particularly affects

emissions from purchased products and purchased transport services, which limits the comparability of Scope 3 with the previous year. However, as we have already implemented numerous quality-improvement measures over the past three years, **the comparability of Scope 3 data across years continues to improve**.



Data from the following countries are included:

2023: actual consumption data (retrospectively adjusted): Germany, Austria, Czech Republic, Switzerland, Italy, Poland, Hungary, Slovakia, the Netherlands, Belgium (excluding Ukraine); not included: China

2024: actual consumption data (retrospectively adjusted): Germany, Austria, Czech Republic, Switzerland, Poland, Italy, Hungary, Slovakia, the Netherlands, Belgium, China (excluding Ukraine and Turkey)

2025: preliminary consumption data: Germany, Austria, Czech Republic, Switzerland, Poland, Italy, Hungary, Slovakia, the Netherlands, Belgium, China, Singapore (excluding Turkey)

## Our CO<sub>2</sub>e-balance sheet according to the Greenhouse Gas Protocol (GHG)

**Where exactly are emissions generated** – and where can we reduce them most effectively? Our greenhouse-gas balance provides the answer.



- 2021**   **Since 2021**, we have recorded our emissions in accordance with the **GHG Corporate Standards**, initially focusing on Scope 1 and Scope 2.
- 2023**   For the 2023 CO<sub>2</sub>e balance sheet we reached the next milestone: for the first time, we submitted a **complete emissions balance for the entire value chain (Scope 1-3)**.
- 2024**   For 2024, our **primary focus was on further improving the data depth, methodology and data quality**.



## GHG Protocol-based methodology

Our emissions accounting follows the **principle of operational control** and considers the following methodological elements:

- In Scope 1 & 2, we **document all entities within the FIEGE Group** over which we exercise control regarding the on-site processes.
- In Scope 3, we **record all processes that are part of our logistics value chain**. This means that, for example, packaging purchases and transport orders placed by FIEGE at our customers' sites are also included.
- **Equity investments from Ventures** are included pro-rata under Scope 3.15.
- For Scope 2, we apply a **dual reporting approach** (see info box).
- Emission factors are sourced from **the Department for Environment, Food & Rural Affairs, Ecolinvent and the German Umweltbundesamt**.
- All relevant greenhouse gases **as defined by IPCC standards** are taken into account.

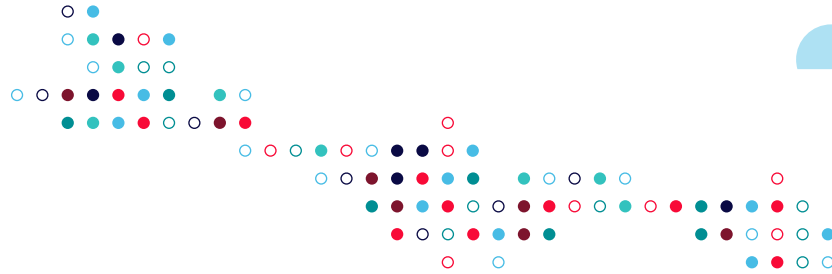
Info box	
	
Location-based	Market-based
Emissions are calculated using the <b>country-specific electricity mix</b> . Contractual instruments are not considered in this approach.	Emissions are calculated according to the <b>specific energy mix provided by the respective utility supplier</b> . This is also where the environmental added value of our extensive green-electricity procurement is accounted for.



**Data basis: Increasing precision step by step**

In 2025, we further improved the **quality and depth of our data**:

- For the first time, we used **volume-based data to quantify Scope 3.1 emissions**.
- We certified our emissions calculation for transportation in our leading transport management system in **accordance with ISO 14083**.



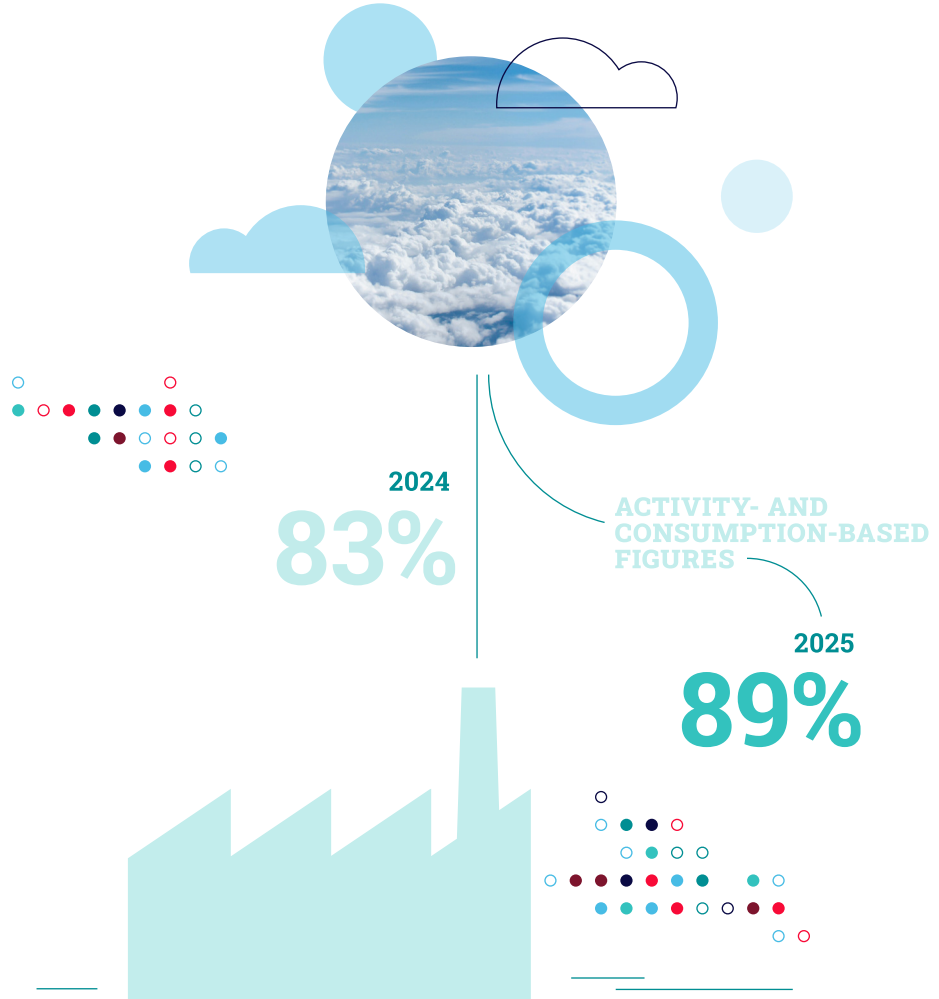
**Info box**

ISO 14083: A standard for the calculation of GHG-emissions in the transport sector.

**Info box**

To quantify greenhouse gas emissions, our goal is to **rely primarily on activity and consumption-based data**. Where this is not yet possible, we continue to use expense-based values, meaning emissions are estimated based on financial spend.

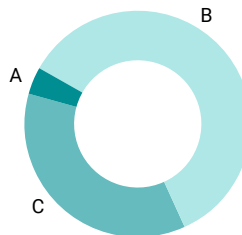
Because these values only provide an approximation, **we aim to continuously improve the accuracy and precision of our data in the coming years.**



## Energy consumption and energy mix



A	Green electricity generated and consumed	2,585,295 kWh	4%
B	Purchased green electricity	35,803,875 kWh	60%
C	Purchased grey electricity	21,027,154 kWh	36%
<b>Gesamtenergieverbrauch</b>		<b>59,416,324 kWh</b>	
Green electricity generated and fed into the grid		7,825,877 kWh	



- Here we can see that the largest share of our electricity consumption comes from **purchased green electricity (60%)**, followed by **purchased grey electricity (36%)**.
- In addition, **7,825,877 kWh of green electricity were generated and fed into the grid**.
- The current **captive power generation rate is 17.5%** internationally and **27.3% in Germany**.

### Info box

The captive power generation rate is the **share of renewable electricity produced in-house** in relation to **total energy consumption** (based on balance sheet values).

## Energy

### From logistics centres to energy centres

**We are in the midst of transforming our logistics centres into integrated energy centres** – a shift that brings significant advantages. Once fully implemented, our sites will not only **fully meet our own needs**, but can also **supply the public grid with green electricity**.

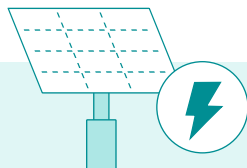
Our energy strategy is structured around **two central fields of action**:

- **Energy Management** acts as an **in-house consulting and project team**. It continuously advances our energy-efficiency strategy and ensures its consistent implementation across both new projects and ongoing operations.
- **Energy Solutions** focuses on **innovative concepts for energy production and operation**. By combining modern technologies with long-term sustainable solutions, we create added value for FIEGE, our customers and our partners.

For further details about the composition of the Energy Management team, please refer to the **2024 Sustainability Report, page 58**.

### New database for greater transparency

Our in-house energy portal has significantly **expanded our ability to record and analyse energy consumption across all locations**. With full integration now achieved, we can assess consumption data with maximum precision and identify targeted optimisation measures.

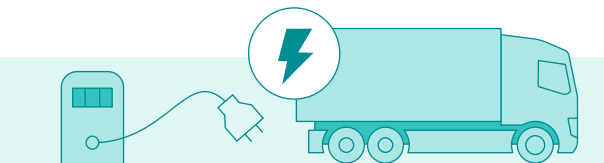


**+70,000m<sup>2</sup>**

### Increase in renewable energy

Expanding our photovoltaic capacities remains one of the central levers of our climate strategy.

- In 2025 alone, **70,000 m<sup>2</sup> of PV modules** were installed.
- **In total, we now have 520,000 m<sup>2</sup> in operation**



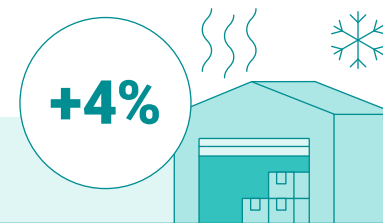
### Electric mobility and charging infrastructure

**The expansion of low-emissions vehicle fleets** is another key focus area.

- In 2025, **14 electric trucks were in operation** (12 in Germany, 2 in Switzerland).
- **Further projects** are planned for 2026.

In parallel, we have substantially enhanced our charging infrastructure:

- By the end of 2025 we installed **279 charging points for cars and 7 charging stations for trucks in Germany.**
- In total, approximately **518,000 kWh of electricity** was charged.

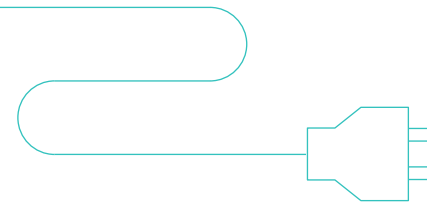


**+4%**

### Heating and cooling

Developing climate-friendly heating solutions is **a vital component of our effort to further reduce emissions.**

The share of logistics facilities heated and cooled with renewable green heat **has increased from 6% to 10%.**



## Energy Awards 2025

Visible commitment.  
Award-winning dedication.

For the third consecutive year, **FIEGE presented its in-house Energy Award** to locations that implemented energy saving measures with outstanding efficiency. This initiative helps make **best practices visible across the organisation**.

The 2025 winners are:

- **Dortmund** – Best Energy Activity Index
- **Halle** – Most effective efficiency action
- **Oftringen** – Engagement & Innovation

## Energy targets by 2030

Clearly defined.  
Rolled out with ambition.

Objective #1

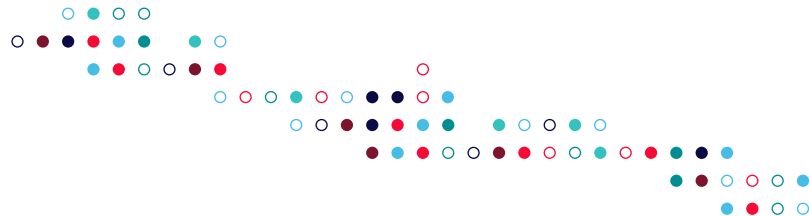
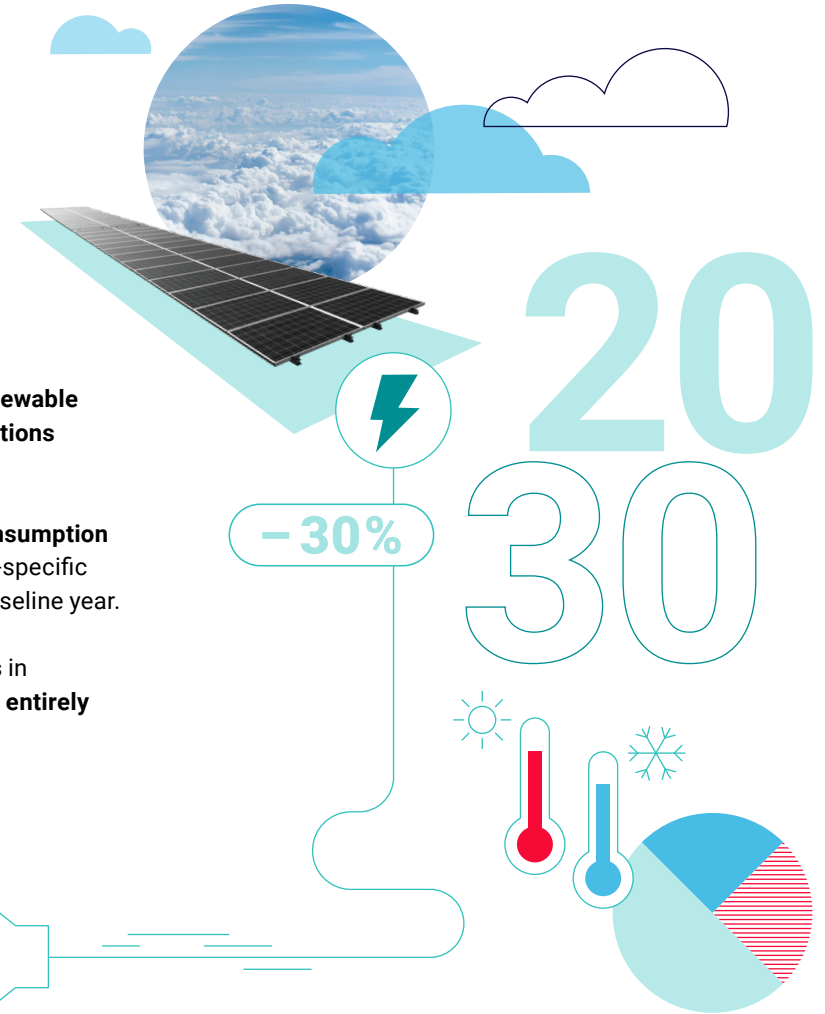
By 2030, we will **generate more renewable power than our international operations consume**.

Objective #2

We will **reduce our total energy consumption by 30% by 2030** based on property-specific energy consumption in the 2016 baseline year.

Objective #3

By 2030, **50% of our logistics areas in Germany will be heated and cooled entirely with renewable energy**.



Focus Topic

## 2.2 — Resource efficiency

Because scarce resources require new approaches.



## 2.2 Resource efficiency

### Circular Economy

**Because resources create more value in circular systems.**

Linear value chains built on the “take-make-waste” model are no longer viable. **Circular value creation models** offer a future-ready alternative, combining ecological responsibility with measurable economic benefits. By enabling, closed material loops and increasing transparency along the supply chain, resources can be used far more efficiently – keeping recyclable materials in circulation for much longer.

**But this transition raises questions.** Where does a company begin? Which processes need to change, which partners are required, and how can a complex supply chain be transformed toward a circular economy?

**Closing loops. Securing value creation.**

As a logistics service provider, we not only connect material flows, data, and partners along the value chain, but also **take on operational steps that make circular systems possible.** We organize return processes, manage spare-part and reuse flows, prepare materials, and enable transparent lifecycle tracking. In this way, **we create seamless end-to-end processes in which logistics, data, and partnerships interact to enable circular solutions.**

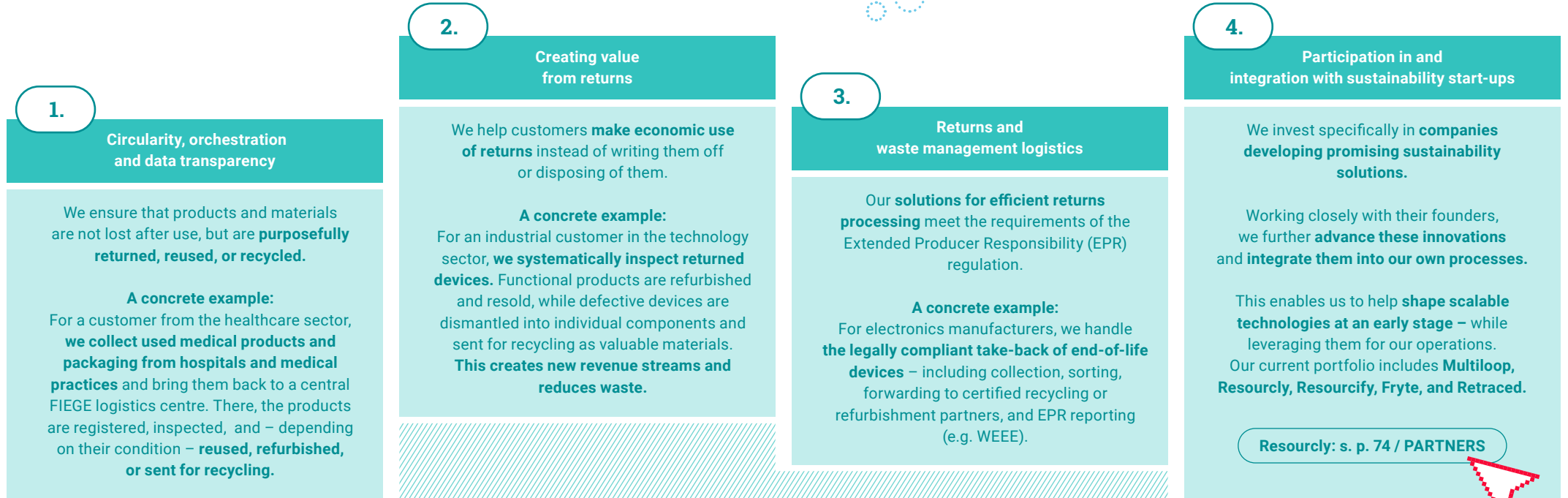
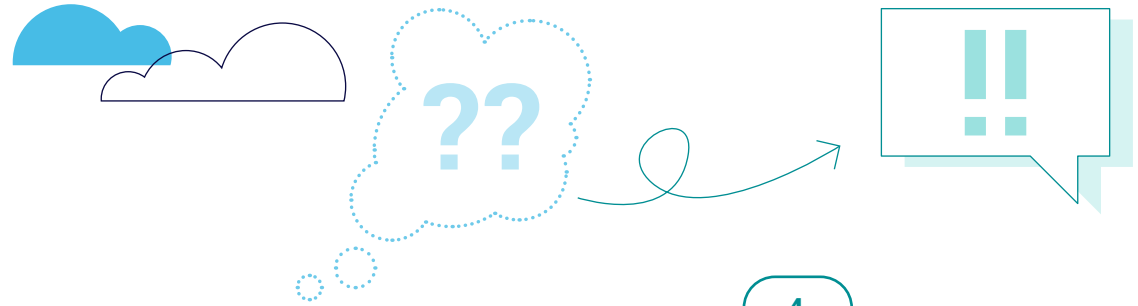
### The transition from a linear to a circular economy



## Strategic fields of action

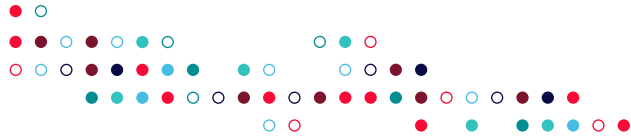
### From idea to operational roll-out

To **systematically advance our customers' circular-economy ambitions** and support them as effectively as possible in addressing their challenges, we **focus on four central fields of action**:



## Economic and regulatory context

Binding sustainability requirements are **increasingly emerging at the EU level**, significantly influencing how companies design their supply chains.



**We create clarity for our customers** and support them with our services in meeting requirements efficiently and aligning their processes accordingly. **This includes, for example:**

- **CSRD**  
Corporate Sustainability Reporting Directive
- **EPR**  
Extended Producer Responsibility
- **PPWR**  
Packaging and Packaging Waste Regulation
- **WEEE**  
Directive on waste from electrical and electronic equipment
- **ESPR**  
EU Ecodesign for Sustainable Products Regulation (includes Right to Repair)

## Innovative solutions and digitalisation

**Digital solutions play a central role in scaling our circular-economy approach.** For example, we use dashboards that visualise returns, reuse and recycling processes. **This enables transparent quantification of resource efficiency and emissions.**

The continuous enhancement of our service portfolio – for example through so-called ‘second-life’ services such as take-back, refurbishment, and re-commerce – **ensures that our solutions remain scalable, market-relevant and future-proof.**

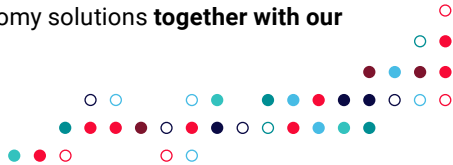
Regulation	Regulatory requirement	FIGEE contribution	Customer benefit
<b>CSRD</b>	Standardized sustainability reporting according to ESRS	Provision of structured, auditable data on return, recycling, material, and emission flows	Higher reporting quality and reduced internal effort for data collection and consolidation
<b>EPR</b>	Take-back and disposal obligations for products and packaging	Operational take-back, sorting, and disposal processes including documentation	Legal compliance and relief in the operational execution of statutory obligations
<b>PPWR</b>	Requirements for packaging, recyclability, and proof of compliance	Packaging take-back, sorting, recycling logistics, and material-flow data	Reliable fulfilment of packaging obligations and a solid basis for packaging optimization
<b>WEEE</b>	Take-back and recovery of end-of-life electrical and electronic equipment	Take-back and disposal logistics with certified recovery partners	Simplified implementation of complex disposal requirements without own infrastructure
<b>ESPR</b>	Promotion of durable, repairable, and resource-efficient products	Repair, refurbishment, and second-life processes as well as lifecycle-related data	Extended product lifecycles, reduced waste, and improved regulatory traceability

## Circular-Economy-Services

Many companies are still at the **very beginning of their transition to a circular economy**. This makes one thing even clearer: the circular economy is a shared responsibility that can only succeed **through the collaboration of industry, retail, logistics, and other partners**.

**The future belongs to the circular economy** – and we are actively shaping it. Even today, we successfully support numerous customers **with proven, practical solutions** and our **many years of operational experience**. Building on this foundation, we jointly develop and scale circular logistics solutions along the entire value chain.

The following examples **illustrate typical application cases** in which we implement circular-economy solutions **together with our customers**.



### Info box

**Closed Loop logistics** describes a closed circulation system for recyclable materials and products. After use, products, materials or packaging are intentionally returned, upcycled, reused, resold or recycled. **The goal is to keep resources in circulation for as long as possible and maximise the recovery rate of materials and products.**



## Refurbishment & Value Recovery





### Example: A leading global technology and services company

<p><b>Challenge</b></p> 	<p><b>A leading global technology and services company</b> with complex product lines in mobility, industrial technology, household appliances and energy solutions <b>faces high return volumes</b> but does not fully leverage the value potential of its re-commerce inventory.</p>
<p><b>Key aspects</b></p> 	<ul style="list-style-type: none"> <li>• Establishment of a <b>structured refurbishment and repair process</b></li> <li>• Implementation of <b>closed-loop logistics and materials recycling</b></li> <li>• Support in <b>meeting regulatory requirements</b> (EPR, Right to Repair)</li> </ul>
<p><b>Added value</b></p> 	<ul style="list-style-type: none"> <li>• Significant <b>reduction of waste</b></li> <li>• Significant <b>reduction of emissions</b></li> <li>• Recovery of <b>substantial product value</b> and <b>additional re-commerce revenue</b></li> <li>• Increased transparency regarding <b>the impact of circular processes</b></li> </ul>
<p><b>How this collaboration works</b></p> 	<ul style="list-style-type: none"> <li>• <b>Joint analysis</b> of returns flows</li> <li>• Co-design of a <b>bespoke upcycling process</b></li> <li>• <b>Operational implementation</b> incl. team training</li> <li>• <b>Continuous reporting</b> and <b>compliance monitoring</b></li> </ul>



## Returns Optimization & Re-commerce





**Example: A growing consumer goods or lifestyle enterprise**

<b>Challenge</b>		<b>A growing consumer goods or lifestyle enterprise</b> with a <b>very high rate of returns</b> is looking for ways to preserve the value of resalable items for continued use.
<b>Key aspects</b>		<ul style="list-style-type: none"> <li>• Establishment of a <b>refurbishment unit</b> to support recycling and value recovery</li> <li>• <b>Integration of re-commerce channels</b> in the customer warehouse (secondary market)</li> <li>• Implementation of an <b>end-to-end closed-loop model</b></li> </ul>
<b>Added value</b>		<ul style="list-style-type: none"> <li>• Significantly <b>reduced disposal costs</b></li> <li>• <b>Preservation of substantial product values</b> (in some cases reaching six figures)</li> <li>• <b>Additional revenue</b> through resale</li> <li>• A scalable model that can be <b>transferred to additional product</b> categories</li> </ul>
<b>How this collaboration works</b>		<ul style="list-style-type: none"> <li>• <b>Analysis</b> of the return-mix and product categories</li> <li>• <b>Process development</b> for classification, refurbishment and disposal</li> <li>• Establishment of a <b>dedicated upcycling team</b></li> <li>• <b>Joint monitoring</b> and continuous improvement of the circular process</li> </ul>



## Circular Logistics & Recycling

**Example: A company from the critical safety & medical segment**

<b>Challenge</b>		<b>A company from the critical safety &amp; medical segment</b> wishes to explore <b>circular-economy options</b> despite strict regulatory constraints.
<b>Key aspects</b>		<ul style="list-style-type: none"> <li>• <b>Untapped potential</b> within recycling, material flows and consolidated logistics</li> </ul>
<b>Added value</b>		<ul style="list-style-type: none"> <li>• <b>Efficiency gains</b> in transportation and reverse-logistics operations</li> <li>• <b>Increased emissions transparency</b> across multiple locations</li> <li>• <b>Secure and compliant recycling</b> of valuable materials</li> </ul>
<b>How this collaboration works</b>		<ul style="list-style-type: none"> <li>• <b>Joint workshops</b> to identify synergies</li> <li>• <b>Detailed analysis</b> of material and transport flows</li> <li>• <b>Co-development</b> of a recycling and emissions reporting concept</li> <li>• <b>Ongoing coordination</b> with customers due to regulatory requirements</li> </ul>

## Waste management transparency

### Preserving resources. Harnessing potential.

**Our goal is to avoid waste wherever possible.** When waste cannot be avoided, transparent processes ensure that materials are handled responsibly and, wherever feasible, recycled to high-quality standards.

**We reduce waste, use resources more efficiently** and base our decisions on **continuous, transparent data analysis.** This allows us to identify savings potential and continuously optimise our processes.

To support this, we are further **developing our waste-management systems** to ensure informed decisions are made **based on meaningful, data-driven insights.**



## Zero-Waste-Hierarchy

### Don't waste it, use it!

Clear recommended **actions**, structured **structures** and unequivocal **principles** form the foundation of our approach.

→ **1. Data-based analysis**

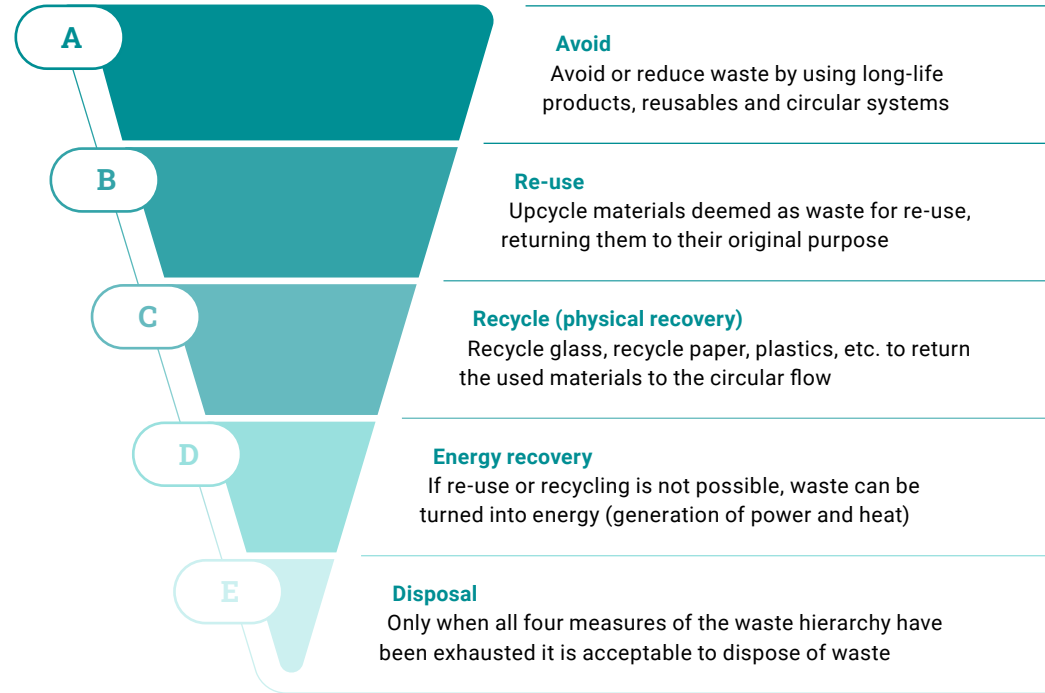
We **record waste volumes and types** at each location in accordance with the Waste Catalogue Ordinance, making incorrect sorting and sorting inputs **transparent and measurable**.

→ **2. Optimisation and prevention**

Based on this data, we **identify improvement potential** and **reduce waste** directly at its source.

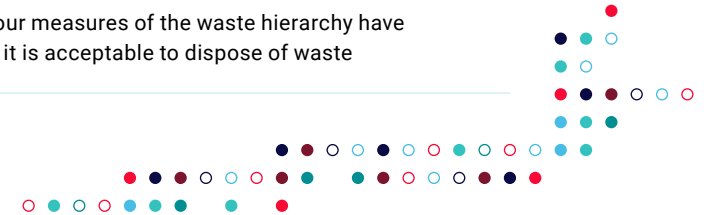
→ **3. Long-term goal**

Our ambition is to **prevent waste wherever possible, maximize recycling rates**, and **return recyclable materials** to the value chain in a resourcefriendly manner.



### Info box

The **Waste Catalogue Ordinance (AVV)** is a German legal regulation that systematically **designates and classifies waste** and **assesses its hazardoussness**. It is based on the European Waste Catalogue and uses 6-digit waste code numbers (ASN). It is essential for the proper disposal, documentation, and monitoring of waste.



## FIEGE ReLog GmbH – thinking of waste as a raw material

Our **Waste Control (WaCo) department** has been in operation since 2005 as a **certified specialist waste management facility** and is **audited annually by DEKRA**. Its objective is to treat waste consistently as a recyclable material and **return as much of it as possible into the resource cycle**.

### 1. Waste management and recycling

→ Focus on reuse, energy recovery and – only where necessary – sustainable disposal.

### 3. Certification & Reporting

→ Data-driven monitoring of waste streams and recycling rates.

### 2. Circular economy

→ Take-back programmes tailored to customer needs for electronic waste, disassembly services, repairs as well as refurbishment solutions to maximise material value recovery.

### 4. Increasing efficiency and awareness

→ Promoting environmental awareness across the entire organisation and encouraging the use of recycled materials.

WaCo stands for the **combination of raw-material potential, transparency, and consistent management in waste management**. As a partner to our sites and customers, **we manage material flows** in a structured, data-driven way, **create full transparency**, and **continuously increase resource efficiency**.



The name **WaCo** stands for **'Waste'** and **'Control'**.

In this context, we do not understand **'Waste'** as refuse, but as residual materials with raw-material potential that can be returned to the resource cycle.

The term **'Control'** describes WaCo's role as a central partner to our FIEGE sites and our customers. Together with them, WaCo oversees and manages all steps involved in handling residual materials – from the careful assessment of arising materials to the coordination of take-back, sorting, and recovery processes, all the way to the transparent management of input and output.

## Sustainable construction with FIEGE Real Estate

Because future-ready logistics properties are part of the solution.

For us, **sustainable construction** means designing locations that are **energy-efficient, resource-friendly and future-proof**. This includes meeting **high energy standards**, integrating **modern building technology** and expanding **renewable energy capacities**.

### Info box: DGNB certification

The **DGNB evaluates buildings holistically** over their entire life cycle based on ecological, economic, sociocultural, technical, and process-related criteria. **The Goldstandard is awarded from a fulfilment level of 65%** and represents an exceptionally high level of sustainability quality.

### Info box: EU-taxonomy-aligned buildings

A property that complies with the EU Taxonomy **makes a measurable contribution to defined environmental objectives** and must not significantly harm any other environmental objectives. To achieve this, technical minimum requirements as well as social and governance standards must be met.



In September 2025, we opened our **new multi-user centre in Vienna**. The EU-taxonomy-compliant logistics centre meets the **DGNB 2018 Gold certification requirements** and was built in accordance with stringent energy-efficiency standards.

## Multi-User-Centre Hessisch Lichtenau



Our **planned multi-user centre in Hessisch Lichtenau** follows the same principles. It is designed in alignment with the **EU taxonomy** and is expected to **achieve DGNB 2023 Gold certification**. The concept includes **photovoltaic systems on around 60% of the roof area**, **air-to-air heat pumps** to generate heat and a **charging infrastructure** to promote e-mobility. In addition, an **automated building control system** and **smart monitoring tools** will optimise the logistic centre's energy consumption. Finally, a **site-specific biodiversity concept** was developed – because forward-looking logistics properties can and must make a meaningful contribution to environmental protection.

## Ausblick

- **Implementation of the SBTi-validated climate targets** through prioritised measures in energy- and emissions-intensive areas
- **Further development of the emissions inventory** with a focus on activity- and quantity-based data, particularly in Scope 3
- **Continued electrification of the vehicle fleet** and needs-based **expansion of charging infrastructure**
- **Expansion of our proven circular-economy approaches** to new industries and customer contexts
- Development of a **waste dashboard**
- Conducting a **climate-risk analysis** at our sites
- Preparation of the **Climate Transition Plan 2030**
- **Reduction of Scope 3 emissions** to achieve our ambitious SBTi-aligned climate targets

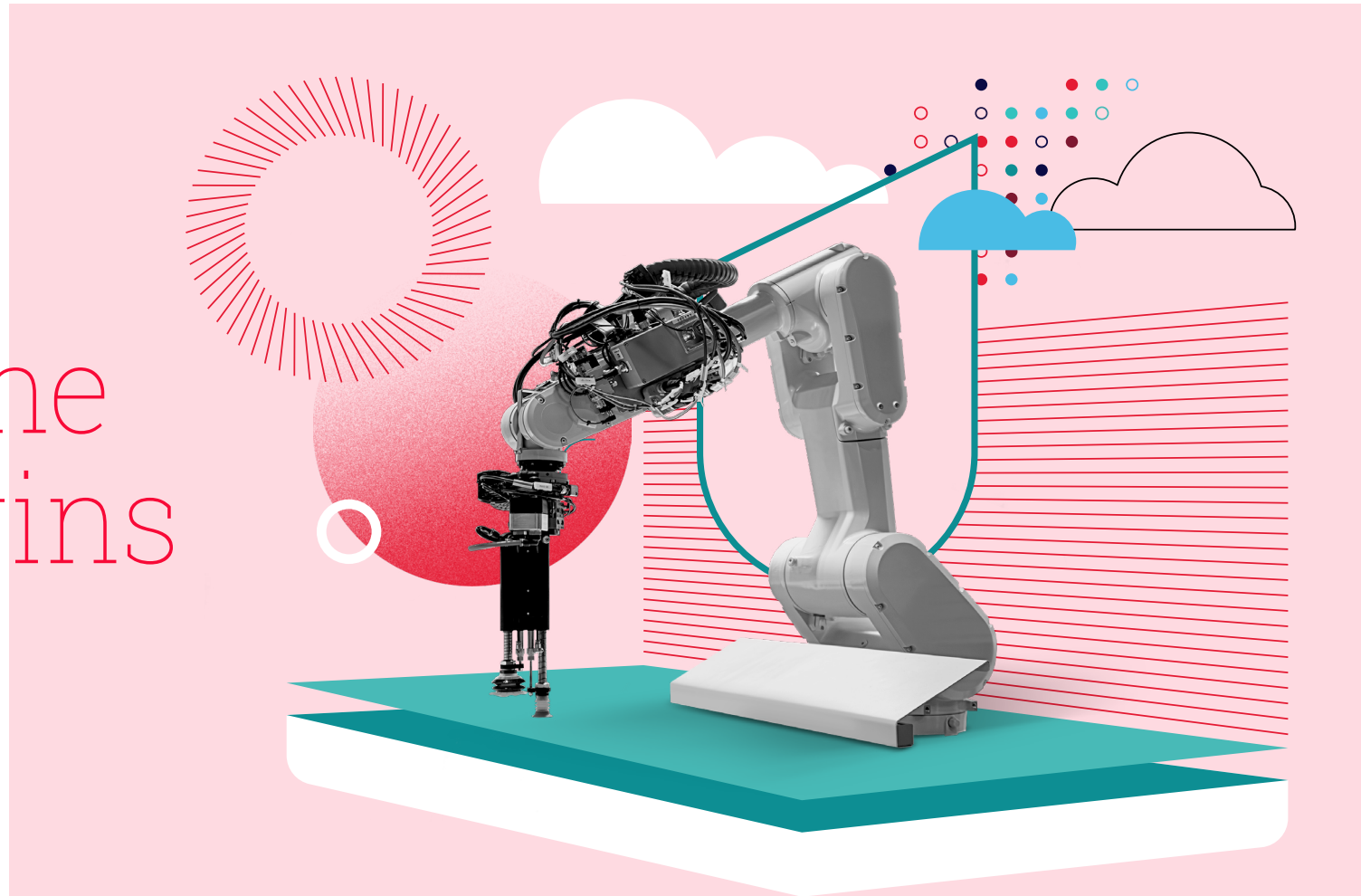
Field of action 3

## Partners

Because the  
future begins  
today.

### Focus topics

- 3.1 Sustainable corporate governance
- 3.2 Innovation and cooperation
- 3.3 Societal engagement



## 3 PARTNERS

3.1	3.2	3.3
<b>Sustainable corporate governance</b>	<b>Innovation and cooperation</b>	<b>Social engagement</b>
We ensure the company's health through sustainable measures and responsible management practices.	We drive lasting transformation in our industry by innovating and working closely with our clients, suppliers, and partners.	By supporting regional initiatives in collaboration with municipalities and local communities, we help protect a liveable and safe environment.

Responsible action extends far beyond the limits of our own organisation – this is how we ensure that positive change grows year by year, together with our partners.

Focus topic

## 3.1 — Sustainable corporate governance

Because a family business takes care of its team.



### 3.1 Sustainable corporate governance

→  
Accepting responsibility.  
Providing guidance.

Clear policies **offer direction** and **support responsible decision-making** with a deep impact at all levels of our organisation. Our binding standards of conduct have been firmly established for many years. The **Code of Conduct** is far more than a list of rules – it serves as a practical guide that promotes fair, responsible, and lawful behavior. This is also reflected in **our core corporate principles**:

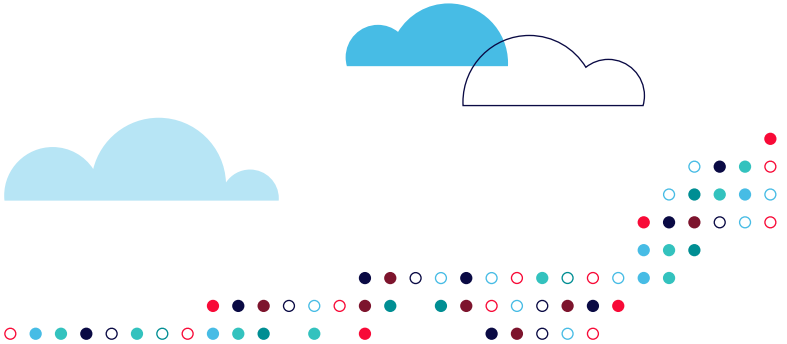
**Our principles**

- **Transparency**  
Clear processes and transparent decisionmaking pathways
- **Sustainability**  
Resource-efficient behaviour as an integral part of our corporate strategy
- **Corporate culture**  
Diversity, fairness and respect – the foundation for everything we do

**Living with respect**

As a matter of principle, **we treat all employees, applicants and partners with respect**. We pay attention to **personal dignity, privacy, individual rights and equal opportunities**.

We take a firm stand **against discrimination, sexual harassment and any form of offensive behaviour**. Our principles are guided by the **United Nations Universal Declaration of Human Rights** and are applied in our daily operations. We explicitly reject **forced labour, child labour and all forms of exploitation**.



## Health and safety

The health and safety of our colleagues are of **the utmost importance to us**. Through **regular safety reviews**, **targeted training programmes** and **continuous improvement processes at all locations**, we ensure safe working conditions and an environment that supports long-term well-being – fostering strong identification with our organisation.

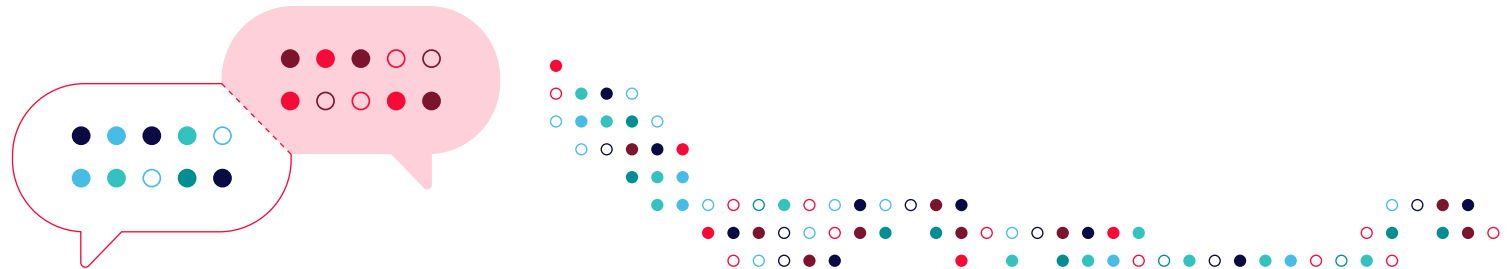


## Integrity and openness

Situations in which people feel uncomfortable or witness wrongdoing **can be reported at any time**. Our **whistleblower hotline** makes it possible to submit information anonymously.

All reports are reviewed by **our Compliance Officers**. Regular training, clearly defined policies and ongoing dialogue strengthen the system and help us identify risks at an early stage.

We also promote **openness through accessible communication formats**. For example, in our **town halls**, our Co-CEOs provide transparent updates on Group-relevant topics and make themselves available to provide answers to questions.



## Environmental protection as a responsibility

Everything we do and everything we set out to achieve is driven by **the idea and goal of reducing emissions and promoting biodiversity**. Responsible resource use and the promotion of circular economy measures are core elements of our approach – particularly across our supply chain.

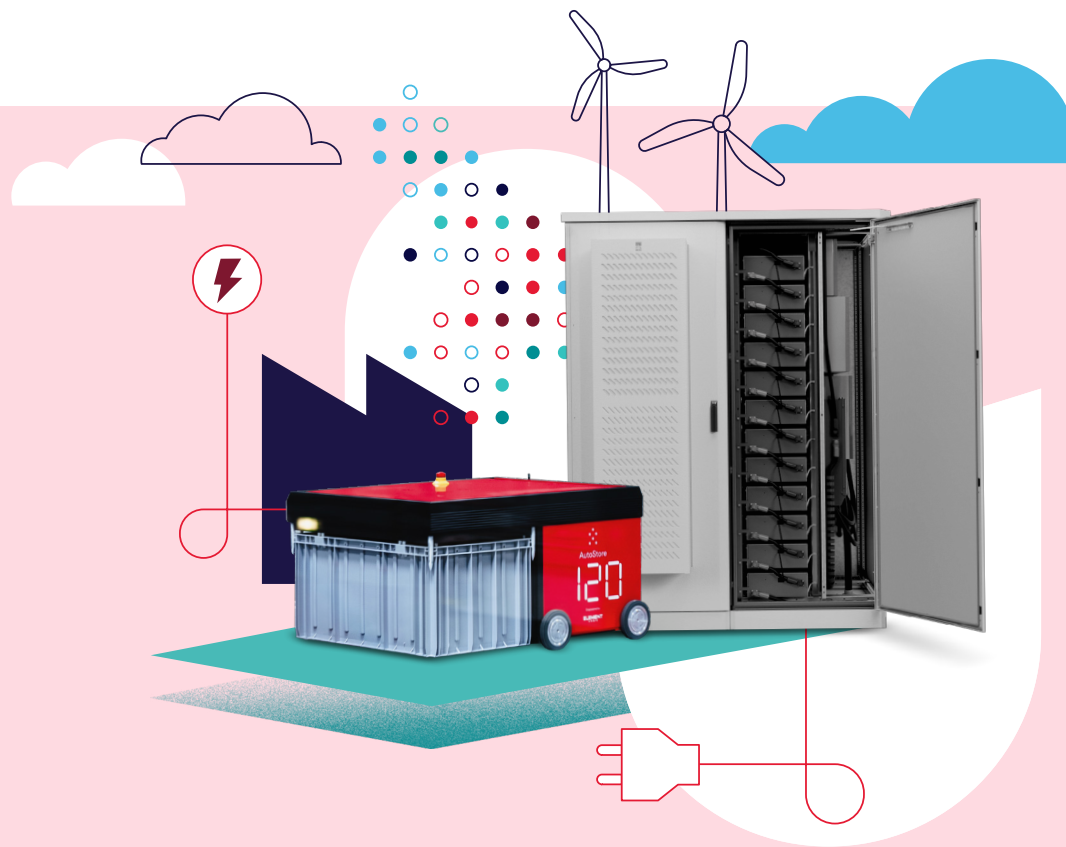
## Focus on the customer

We consistently align our services with **the needs of our customers** and **continue to develop them further**. We see it as our responsibility to be an **expert in sustainable logistics solutions** and to support our customers in making their logistics processes future-ready and sustainable.

Focus topic

## 3.2 — Innovation and cooperation

Because we constantly revolutionise our sector.



## 3.2 Innovation and cooperation

### Progress and stagnation are incompatible.

That is why new technologies, intelligent processes and sustainable solutions are integral parts of our daily work. **Logistics as an industry thrives on movement – and continued innovation ensures we stay ahead.**

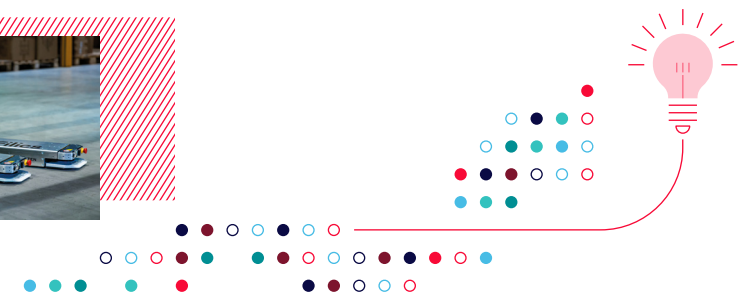
But why act alone when we all share a **common destination?** **Strong partnerships** across the entire value chain cement efficient, resilient and sustainable logistical solutions. This creates added value that **extends beyond individual projects and advances the entire sector.**



### FIEGE Ventures – systematically backing innovation

Through **FIEGE Ventures**, we **support LogTech founders and their teams** in transforming innovative ideas into market-ready solutions.

To strengthen and clearly position our innovation activities, **F-LOG, XPRESS and Group Ventures** were merged in 2025 to become the **Ventures team**. The aim of this reorientation is to increase visibility within the Ventures ecosystem, sharpen our positioning and intensify collaboration with start-ups and co-investors.



## FAST & FORWARD 2025

### “The Transformation Journey: From Vision to Customer Value”

“The Transformation Journey: From Vision to Customer Value” was the guiding theme of FIEGE’s **seventh FAST & FORWARD event**, held at Berlin’s historic Güterbahnhof “Von Greifswald”. Once a central hub for material flows, the location has once again become a **lively space dedicated to exploring the future of logistics**.

FAST & FORWARD provides a unique forum where **customers, partners, founders and experts from science and business come together**. In this dynamic environment, they **exchange ideas**, explore **common ground**, and **develop new starting points for innovation**. By the end of the event, the roughly 300 international guests take valuable insights back to their companies and industries – inspiration that repeatedly fuels new projects and drives progress.

This year’s central question was: **How can a willingness to change create tangible value for customers?**



FAST  
&  
FORWARD



“We must ensure that we can reinvent some part of ourselves over and over again, to secure long-lasting and sustainable success.”

Jens Fiege

## A role model for innovation in the logistics ecosystem

We actively help **shape the future of logistics** and position ourselves as an **innovator and role model** to provide guidance and drive sustainable developments.

**Why are we relevant as an innovator? The seven levels of innovation of our daily work:**

### 1. Innovating the business model

- **Early trend detection:** continuous testing and scaling of new business models.
- **Courage to innovate:** encouraging experimentation and taking calculated risks.
- **Willingness to learn:** drawing lessons from both successes and failures.
- **Agile methods:** ongoing development to secure long-term competitive advantages.

### 2. Technology and automation at scale

- **Progressive automation solutions:** across all operational areas.
- **Leveraging our scale:** making targeted investments that drive transformation.

### 3. LogTech investment via FIEGE Ventures

- **Dedicated investment vehicles:** identifying and integrating external innovation.
- **Turning ideas into assets:** converting promising concepts into strategic value for us and our customers.
- **Future-proof technologies:** strengthening internal units at the intersection of logistics and technology.

### 4. Partner in the digital ecosystem

- **Scalable digital solutions:** connecting platforms and empowering customers.
- **Digitalisation as a growth driver:** strategic application with added value.

### 5. eCommerce enablement

- **Modular digital services:** supporting all customer touchpoints.
- **End-to-end enablement:** from marketplace integration and fulfilment to after-sales service.

### 6. AI-assisted intelligence

- **Efficient AI applications:** data analytics for real-time decision-making, predictive planning and operational transparency.
- **AI as a connector:** linking flows, identifying disruptions and optimising processes.

### 7. Digital customer enablement

- **Digital interfaces:** enabling near real-time transparency and providing valuable insights into supply chains and operations.

## Investing in a circular economy

In our search for **sustainable collaboration partners**, we invested in a stake in **Resourcly**.



Together with the Mannheim-based start-up, **we are driving circular processes in our industry forward**. Today, many companies **store unused building components and materials worth billions of euros** – often because information is siloed and transparency is lacking. This is precisely where Resourcly offers a solution.

The AI-supported platform **analyses technical data, identifies duplicates and reveals the potential for reuse and repurposing**. In doing so, it enables companies to use existing inventories intelligently rather than procuring new materials.

### Quantifiable added value:

- Less **material waste**
- More **stable supply chains**
- **Faster procurement**
- **Improved working capital** – by up to 15%

### Sustainability and economic efficiency interconnect:

- **Greater resource efficiency** through less scrapping
- **Reduction of CO<sub>2</sub>e emissions** thanks to reuse and inventory optimisation
- **Strengthened supply chains resilience**
- **Tangible economic benefits** through cost savings and efficiency gains



## Investment in green energy storage

Our investment with **the Aachen-based cleantech start-up, Voltfang** supports the **use of green battery-storage technology in logistics**. Founded in 2020, Voltfang is now one of Europe's leading providers of industrial battery storage solutions for commercial and grid applications.



### Large-scale battery storage delivers multiple advantages:

- Increased **energy efficiency**
- Optimised **self-consumption of renewable electricity**
- **Lower operating costs**
- Reduced **CO<sub>2</sub>e emissions**

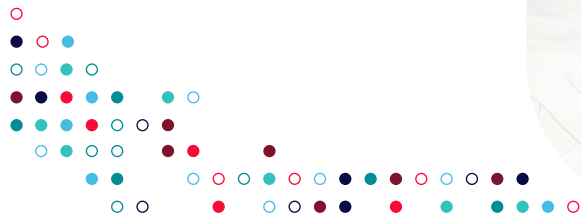
In the future, **FIEGE sites will be fitted with 5 MWh battery containers**, enabling each location to achieve a **self-sufficiency rate of between 40% and 50%**. Currently the average rate is already 20%.

## Investing in AI and robotics

Artificial intelligence and robotics became an even stronger area of focus in 2025. Our objective is **to create logistics processes that are more efficient, resilient and sustainable**. When technology supports our operations without compromising our sustainability goals or the skills of our employees, nothing stands in the way of its **meaningful adoption**.

### How AI supports us:

- High-performance **automation solutions**
- AI-based responses to **the shortage of skilled labour**
- Practical applications that **enable future-proof logistics**



### Example: Tour de Automation

During the Tour-de-Automation, multiple FIEGE branches tested **autonomous robots such as the XP15**, which **independently transports pallets** and can be controlled via smartphone.



### Other targeted technology investments



- **Filics:** The start-up develops a **flat double runner system for autonomous transport in confined spaces**. The solution addresses key challenges such as skilled staff shortages and capacity bottlenecks.



- **pyck:** With its modular, open-source toolkit, **pyck enables flexible warehouse management solutions**. The integration of new technologies increases transparency while reducing IT workload.

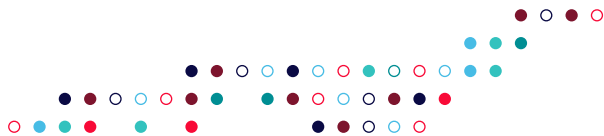
## Operational Excellence

Operational Excellence is more than everyday efficiency. It stands for a **product-centric, modular approach** that does not prescribe a single standardised process. Instead, **it builds on proven solutions, provides replicable concepts**, and still **allows room for customerspecific requirements**.

These standards apply particularly to new business, and increasingly – with an eye to the future – **to existing setups as well**.

### This approach creates:

- **A unified understanding** of process design across the entire Group
- **More efficient planning** and **faster implementation** of new logistics solutions
- A foundation **for long-term efficiency gains and cost reductions**



**Info box: Process Kit 36**

Our process kit currently **includes 36 standardised modules**, which can be calculated directly by FIEGE Supply Chain Technology. **Additional modules** – also in multiple languages – are already in the pipeline. The most recent upgrade, completed in October, now **covers all core warehouse processes**.

### Standards help – and here is how:

- **Standardized processes**  
Standardized processes **enable scalable calculations of inputs and outputs** and thus a more precise determination of each process’s environmental footprint. They also **create uniform methods for recording material and energy use**, helping to **identify concrete savings potential** and **sustainably increase resource efficiency**.
- **Technology & equipment**  
Process standards can serve as **benchmarks for systematically evaluating the technologies** and resources used – including against sustainability criteria.
- **Added value for customers**  
Proven, operationally optimised **standards ensure fast, smooth ramp-up phases in collaboration with the customer**.

## Scientific cooperation

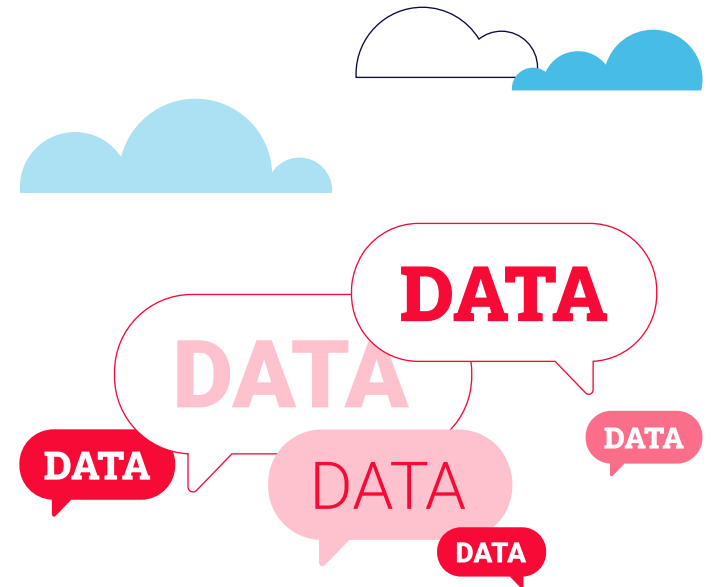
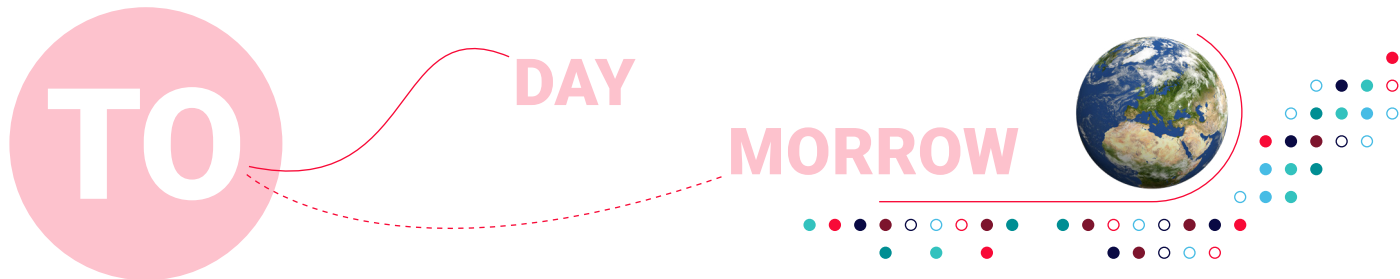
Scientific partnerships play a key role in **helping us quantify sustainability and advance sector-wide development**. For this reason, we intentionally **make our data available for studies and analyses**.

### Study by the Logix initiative

We support the Logix Initiative’s **study on logistics properties for municipal heat planning** by providing comprehensive data from our locations. The study examines the **energetic potential of logistics facilities** and highlights their contribution to local energy supply systems.

### NEO Logistics Impact Report by the BAUAKADEMIE Group

The NEO Logistics Impact Report 2025 by the BAUAKADEMIE Group **incorporates data from around 30 FIEGE locations** into an assessment of more than 155 logistics properties. FIEGE has been represented on the advisory board **since 2024**.



Focus topic

## 3.3 — Social engagement

Because we  
want to give  
back.



## 3.3 Social engagement







### The Josef Fiege Foundation: Engagement steeped in tradition

Since 1998, the Josef Fiege Foundation has **supported non-profit organizations** and has thus actively taken on social responsibility for nearly three decades. As a family business, it is especially **important to us to offer children and young people fair opportunities in life**. Many grow up without privileges or equal starting conditions – and this is precisely where our commitment begins. In addition to **supporting youth development**, we are also dedicated to initiatives that **benefit local communities, environmental protection, and nature conservation**. Through these activities, we strengthen societal cohesion and contribute to a more equitable and sustainable future.

Working for people and nature for over a quarter of a century.

Goals of the Josef Fiege Foundation:

 <p><b>We promote private volunteer engagement</b></p>	 <p><b>We support our region</b></p>	 <p><b>We keep sustainability in mind</b></p>	 <p><b>We take responsibility</b></p>
<p><b>Supporting initiatives by our colleagues</b> is especially important to us.</p>	<p><b>Our focus is on regional projects</b> that we support on a recurring basis or as a long-term partner.</p>	<p>In all our activities, <b>we place great importance on sustainably supporting the selected projects.</b></p>	<p>As a family-owned company, we aim to <b>live up to our social responsibility.</b></p>

## FIEGE Volunteer Award 2025

Those who dedicate their free time to a good cause deserve recognition. For five years now, the Josef Fiege Stiftung – our company’s own foundation – has honored this commitment through the **FIEGE Volunteer Award**. The award is designed

not only to **celebrate individual engagement** but also to **inspire colleagues to launch their own initiatives or further develop existing projects**.

In 2025, once again, **several outstanding volunteer initiatives were recognized**. The award serves both as an accolade and as practical support.

### Initiatives supported by the winners of the FIEGE Volunteer Award 2025

Project	Information	Motivation
<p><b>Personal initiative by the apprentices and mentors at the Unna site</b></p>	<p>The apprentices and mentors at the Unna site collected refundable bottles to <b>raise funds for a children’s hospice</b>.</p>	<p><i>“During our technical training, social competence and sustainability are top priorities. That’s how the idea emerged to collect refundable bottles and donate the proceeds to a good cause. In this way, we were able to link sustainability with social responsibility. Sadly, not everyone is fortunate in life, and we wanted to contribute at least a small part – in this case, bringing a smile to a child’s face during the Christmas season.”</i></p> <p><b>D. Kilicaslan</b></p>
<p><b>Schmetterlingshof Warendorf e.V.</b></p>	<p>Supporting <b>children and families experiencing difficult life situations</b> through specialised therapeutic programmes.</p>	<p><i>“I chose to dedicate my time to the butterfly farm after a personal stroke of fate showed me how much strength, comfort and inner peace animals can give – and how being close to them during challenging times can help you find new hope. This experience inspired me to become a founding member of the butterfly farm and to volunteer there, helping create a place of connection and healing for others as well.”</i></p> <p><b>L. Malchow</b></p>



Project	Information	Motivation
<b>Tannenhau by SOZIUS gGmbH</b>	<b>A safe refuge</b> for children who for various reasons cannot live at home.	<p><i>“Every child deserves a good start in life and a safe, loving childhood. A child’s eyes should shine – not cry or be filled with fear. When families cannot ensure this on their own, society must help. And I want to be part of that support.”</i></p> <p><b>K. Homann</b></p>
<b>Freundeskreis GothAdua e.V.</b>	<b>Town-twinning project</b> between Gotha in Germany and Adua in Ethiopia.	<p><i>“My curiosity and deep interest in a foreign culture inspired me to actively contribute to the twinning partnership between Adua and Gotha. The wonderful encounters with inspiring people – and the knowledge that we can make a real difference in Adua, for example by supporting the construction of a drinkingwater well – strongly motivate me to volunteer.”</i></p> <p><b>S. John</b></p>
<b>Waldschule Cappenberg</b>	<b>Educational institution</b> teaching about sustainable development for children and adults.	<p><i>“Bringing nature and the forest closer to children and young adults is a core motivation of this initiative. The aim is to show future generations just how important environmental protection is – and that even small changes in everyday life can make a big difference for nature and the environment.”</i></p> <p><b>S. Wörner</b></p>

## Field of action 3

# Additional relevant topics

## Digital ethics

Digital technologies and artificial intelligence **offer major opportunities and create significant added value**. However, **responsible handling, ethical use of AI** and the **highest security standards** are indispensable to minimise risks.

### Our actions at a glance:

- **Protection against cyber-attacks:** safeguarding data and network security remains our highest priority
- **Prevention of data misuse:** ensuring protection against unauthorised disclosure, theft and manipulation
- **Holistic security strategy:** securing technical systems, employees and physical assets

### Our five guidelines for the ethical use of AI (aligned with the EU AI Act):

- **Explainability:** AI-based decisions must be understandable and traceable
- **Transparency:** clear disclosure of where and how AI is being used
- **Fairness:** avoiding bias and discrimination in AI-supported processes
- **Data privacy:** strict adherence to all legal data-protection requirements
- **Robustness:** protection against malfunctions, manipulation and system vulnerabilities

## Supply chain transparency and responsible procurement

**Sustainability, fairness** and the **conservation of resources** must be taken into account at all costs. Our binding procurement policy ensures this at all times.

We **safeguard** our supply chain due diligence obligations through:

- **Regular risk assessments**
- **An AI-based screening tool**
- **Systematic monitoring of supplier measures**



### Info box: AI guidelines

More detailed information on our AI guidelines can be found in our **2024 Sustainability Report, p. 101**.

## Data Lakehouse 2.0

Data Lakehouse 2.0 is our **central, secure, and modern platform** where **operational data from WMS, TMS, machinery, and partner systems converge in real time** and in a **standardized format**.

### What is the platform's purpose?

It provides **quality assured data organized in clearly structured layers** that can be used for reporting, analytics, AI applications, and selfservice insights. This **enables truly datadriven operations, faster decisionmaking, and scalable, automated use cases**.

### What does this platform offer in concrete terms?

- **Transparent display of energy and resource consumption** to enable well-informed decision making
- **Detailed CO<sub>2</sub>e monitoring and robust emissions models** to support the achievement of climate targets
- **Identification of optimisation potential** across the logistics network (e.g., routes, processing times)
- **Self-service analytics** to drive business decisions while reducing IT dependencies
- **Scalable sustainability solutions:** once developed, models and KPIs can be rolled out across multiple locations
- **Provision and consolidation of operational data** from logistics transports and systems

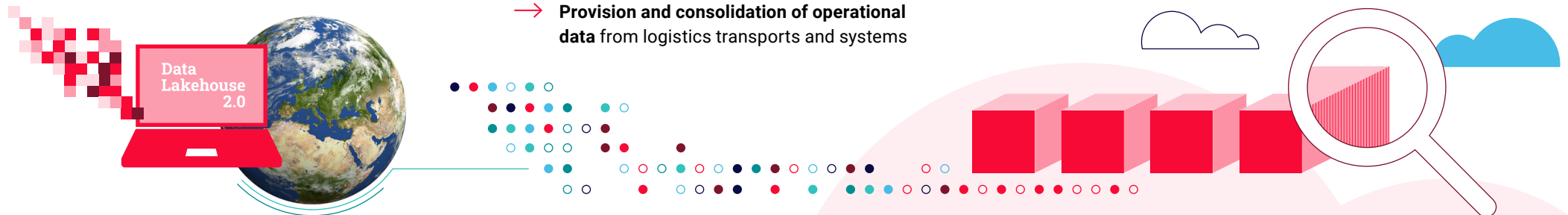
### Info box: WMS, TMS, Machine, Partner Systems

**Warehouse Management System (WMS):** Controls and documents all warehouse processes, such as goods receipt, storage, picking, packing, and returns.

**Transport Management System (TMS):** Plans, controls, and monitors transport operations, including routes, carriers, shipments, and transport documentation.

**Machine systems:** Technical systems and equipment (e.g., conveyor technology, automation, packaging machines) that provide operational process and performance data.

**Partner systems:** IT systems of external partners such as carriers, suppliers, or customers, used to exchange data on transports, inventories, or orders.



## Supplier Code of Conduct

High standards apply equally to us and to our suppliers. Our Supplier Code of Conduct, together with regular selfassessments and audits, helps us **identify risks at an early stage, implement targeted countermeasures, and strengthen longterm, trustbased partnerships.**



## Dependable partnerships

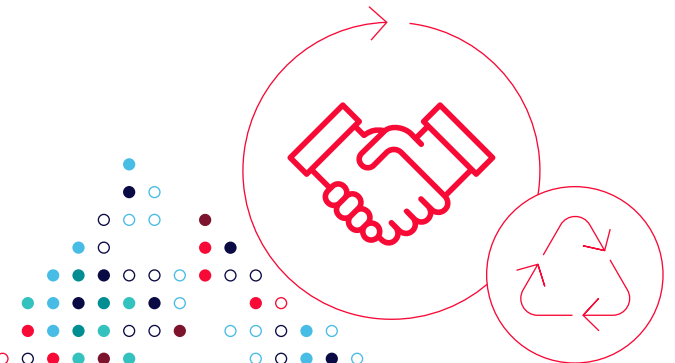
Our mission is to **reliably meet – and continuously develop – the expectations of our customers.** Dependability is therefore not optional; it is essential.

**Successful logistics relies on experience, collaboration, and strong operational execution.**

**Open collaboration, trust, flexibility, and a shared drive for innovation** are crucial to mastering complex challenges together.

**No one expects as much from us as we do ourselves.** At the same time, we place great value on working with partners who share our principles and commitment. **Longstanding collaborations across a wide range of industries** demonstrate that this approach works. They showcase **our diversity, our innovative strength, and our ability to create value where it matters most:** delivering solutions that are not only more efficient, but – above all – more sustainable. Today and in the future.

**The increasing regulatory requirements at EU level –** for example under CSRD, extended producer responsibility (EPR) and the Right to Repair – demand that companies develop a much deeper understanding of their product, material and return flows and actively manage them. How these requirements can be put into practice is illustrated by the three circular-economy initiatives on p. 58: **through joint analysis of returns, material and logistics flows, and close collaboration with customer teams, tailored solutions for refurbishment, re-commerce and recycling are created.**





**Long-term success story:  
Bio-CNG in use for HARIBO**

Since 2024, eight CNG vehicles have been in operation for HARIBO, running exclusively on Bio-CNG and serving various transport routes. Refuelling is carried out at a local partner filling station that provides Bio-CNG as needed. This creates a long-term, reliable and effective solution for decarbonising transport processes.

**Info box: Bio-CNG**

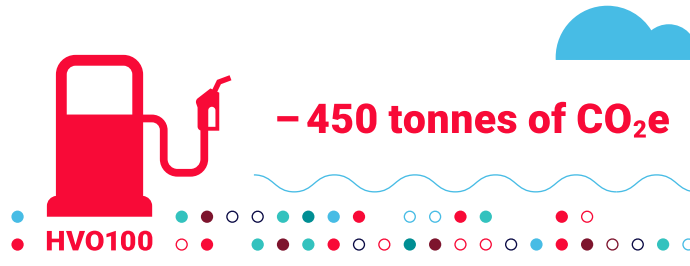
In Germany, Bio-CNG is produced primarily from organic residual materials. In biogas plants, biogas is generated through the anaerobic decomposition of plant- or animal-based materials, upgraded to biomethane and made usable as a fuel. Bio-CNG is a market-ready, immediately deployable renewable energy source that can be used in existing fleets without technical modifications. At the same time, it delivers a significant reduction in greenhouse gas emissions – around 80% compared to diesel.



**Provision of HVO via the  
company's own filling station in Rangsdorf**

Together with the coffee company JDE Peet's, an important step toward more climate-friendly transport logistics was implemented at the FIEGE logistics site in Rangsdorf. In 2025, around 189,000 litres of HVO100 were refuelled, resulting in emission savings of more than 450 tonnes of CO<sub>2</sub>e.

JDE Peet's made a conscious investment in the future by covering the additional costs associated with the use of HVO. This sends a strong signal for responsible action along the supply chain.



Because transparency is important to us: HVO (“Hydrotreated Vegetable Oil”) is a renewable diesel fuel produced from vegetable oils, animal fats or used cooking oils. It can be used without technical adjustments, just like fossil diesel.

Questions about raw material origins and certifications often arise with HVO, particularly regarding palm oil. FIEGE aims to prevent fraud and misuse as far as possible and therefore uses only HVO100 that is certified according to ISCC or REDcert, or for which written confirmation is available ensuring that no virgin palm oil or other food crops are used.

**Info box: HVO**

HVO („Hydrotreated Vegetable Oil“) ist ein erneuerbarer Dieselmotortreibstoff, der aus pflanzlichen Ölen, tierischen Fetten oder gebrauchten Speiseölen gewonnen wird. Im Vergleich zu fossilem Diesel kann er ohne technische Anpassungen eingesetzt werden.

## Outlook

- **Driving the future of logistics forward** together with innovative partners.
- Continuously **improving the transparency and comparability of sustainability-related KPIs** within the logistics industry.
- Roll out the **OpEx Process Kits to all FIEGE locations**

# 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 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS 2 Governance	DR GOV-1	The role of the administrative, management and supervisory bodies in relation to sustainability	p. 16
	DR GOV-3	Statement on due diligence	p. 6, 12 – 14

Table 2 of 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS 2 Strategie	DR SBM-1	Strategy, business model and value chain	p. 6 – 16
	DR SBM-2	Interests and views of stakeholders	p. 13
	DR IRO-1	Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported	p. 12 – 14; see FIEGE Sustainability Report 2024
	DR IRO-2	Material impacts, risks and opportunities and disclosure requirements included in the sustainability statement	S. 13 – 14; see FIEGE Sustainability Report 2024

# European Sustainability Reporting Standards (ESRS)

Table 3 of 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
<b>ESRS E1</b> <b>Climate change</b>	<b>E1-1</b>	Transition plan for climate change mitigation	p. 7 – 9, 41, 43, 47 – 51
	<b>E1-2</b>	Identification of climate-related risks and scenario analysis	In planning
	<b>E1-4</b>	Policies related to climate change mitigation and adaptation	p. 41, 43, 47
	<b>E1-5</b>	Actions and resources in relation to climate change mitigation and adaptation	p. 41, 43, 47, 51 – 53
	<b>E1-6</b>	Targets related to climate change	p. 9, 41, 43
	<b>E1-7</b>	Energy consumption and mix	p. 51
	<b>E1-8</b>	Gross scope 1, 2, 3 GHG emissions	p. 45 – 46

Table 4 of 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
<b>ESRS E4</b> <b>Biodiversity and ecosystem</b>	<b>E4-1</b>	Biodiversity and ecosystems transition plan	p. 63; objectives and concepts for the topic biodiversity at FIEGE can be found in the 2024 Sustainability Report on p. 75 – 78

# European Sustainability Reporting Standards (ESRS)

Table 5 of 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
<b>ESRS E5</b> <b>Ressourcennutzung &amp; Kreislaufwirtschaft</b>	<b>E5-1</b>	Policies related to resource use and circular economy	p. 55 – 56, 60 – 62
	<b>E5-2</b>	Actions and resources related to resource use and circular economy	p. 56 – 63
	<b>E5-5</b>	Resources outflows	p. 46

# European Sustainability Reporting Standards (ESRS)

Table 6 of 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
<b>ESRS S1</b> <b>Own workforce</b>	<b>S1-1</b>	Policies related to own workforce	p. 21 – 25
	<b>S1-2</b>	Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy	p. 25, 69
	<b>S1-3</b>	Actions and resources related to own workforce	p. 21 – 25, 69
	<b>S1-4</b>	Targets related to own workforce	p. 24, 37
	<b>S1-5</b>	Characteristics of the undertaking's employees	p. 5, 28, 30 – 31
	<b>S1-6</b>	Characteristics of non-employee workers in the undertaking's own workforce	p. 28
	<b>S1-7</b>	Collective bargaining coverage and social dialogue	p. 24, 27, 68
	<b>S1-8</b>	Diversity metrics	p. 30
	<b>S1-9</b>	Adequate wages	p. 27
	<b>S1-11</b>	Health and safety metrics	p. 37
	<b>S1-12</b>	Work-life balance metrics	p. 27, 30

# European Sustainability Reporting Standards (ESRS)

Table 7 of 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS S2 Workers in the value chain	S2-1	Policies related to workers in the value chain	p. 23, 68 – 69; Supplier Code of Conduct
	S2-2	Engagement with workers in the value chain, existence of channels for workers in the value chain to raise concerns or needs and approaches to remedy	p. 69, 82; Whistleblower Website
	S2-3	Actions and resources related to workers in the value chain	Risk analysis as part of our materiality assessment; see FIEGE Sustainability Report 2024

Table 8 of 8

TOPIC	DISCLOSURE REQUIREMENTS (DRS)	DETAILS	SECTION IN THE SUSTAINABILITY REPORT
ESRS G1 Business conduct	G1-1	Policies related to business conduct	p. 68 – 69
	G1-2	Actions related to business conduct	p. 68 – 69
	G1-3	Targets related to business conduct	p. 86

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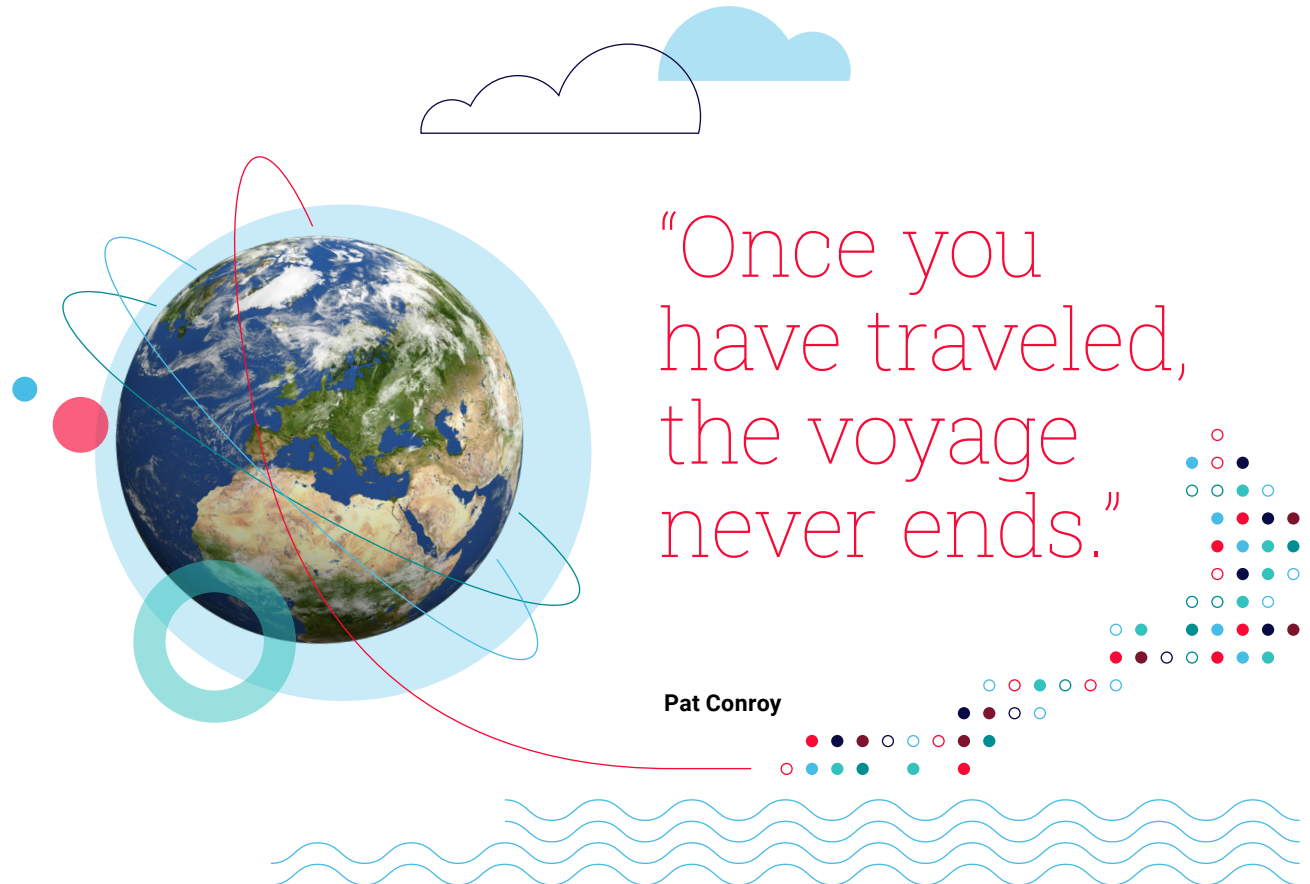
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Felix Fiege (CEO), Jens Fiege (CEO), Alfred Messink,

Martin Rademaker, Peter Scherbel

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