

Sustainability Report 2023

Together in motion.

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





Dear Readers,

Sometimes, it is more difficult to reaffirm a success than it was to achieve it the first time around. As a company, this is the challenge we face in relation to sustainability. FIEGE rightly considered its inaugural sustainability report last year and the figures published therein a success – but the goal now is to follow through with this success year-on-year. This endeavor transcends mere commitment; it embodies our relentless pursuit of improvement, continually refining our approach and amplifying sustainability as a paramount focus within FIEGE. Ultimately, our vision remains clear and unchanged: we want to hand over the family business to the next generation as a climate neutral company.

Foreword Felix Fiege & Jens Fiege

The path to reaching this destination is long and strewn with obstacles that we must overcome. But 2023 already saw us take important steps in each of our three fields of action – People, Planet, and Partners. For example, we made it into the top three of the National German Sustainability Award in the category of Transport and Logistics. Our colleagues in Italy earned an accolade from the United Nations High Commissioner for Refugees, the UNHCR, for their Welcome – Working for Refugee Integration project. The number of CPD days per employee at our FIEGE Academy rose by 27% compared to 2022. We were able to reduce our Scope 1 and Scope 2 emissions by a further 5%. And we signed the Commitment Letter of the Science Based Targets initiative (SBTi), through which we pledge to reduce our direct and indirect emissions to net zero in line with the Paris Agreement, to meet the 1.5°C target in the long run.

The key milestones: a minimum 50% reduction of Scope 1, 2 and 3 emissions by 2030; a minimum 90% reduction by 2050.

On the following pages, our Corporate Sustainability team delivers a detailed overview of the measures we actioned last year, the processes that we triggered and the strategic partnerships we forged to achieve our goals.

Fostering dialogue with our partners, suppliers and colleagues is particularly important to our sustainability efforts. In the end, one thing is certain: the challenges that lie ahead of us can only be overcome when we work together.

Felix Fiege & Jens Fiege

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150 years together in motion



We are proud of the FIEGE Group's reputation as one of the most innovative logistics companies in Europe – and its standing as a company with tradition and experience. At our headquarters in Greven in Westphalia, **we celebrated our 150th anniversary in 2023**. Our history goes back to 1873, when the farmer, Joan Joseph Fiege founded a small haulage company in Greven. At the time, all he had were three horses and one horse-drawn cart.

Fast forward to today, 150 years later, **and we have become a logistics company with operations in 14 countries and a workforce of just around 22,000**. Besides our core business, Contract Logistics, our other business units focus on Real Estate, Ventures, and Digital Services. Despite growing steadily throughout these one and a half centuries, we have remained true to our values as a family business as well as our special attachment to our home region. As a family business, we are committed to protecting and upholding human rights, sustainable action, environmental protection, and fair working conditions. This is our mission, every single day.

FIEGE colleagues around the world

FTE & Heads	
	Headcount
FIEGE Group	22.028
Belgium	142
China	126
Germany	12.621
Italy	2.329
Netherlands	142
Austria	68
Poland	5.404
Switzerland	406
Singapore	33
Slovakia	39
Czech Rep.	306
Turkey	5
Ukraine	100
Hungary	307

Business units with a regional focus or specialisation on a specific industry

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

Our approach to corporate sustainability



Our approach to corporate sustainability

Sustainability is more than just a word for FIEGE – it is a commitment that is deeply ingrained in our corporate ethos and finds tangible expression through concrete actions. FIEGE's second sustainability report provides detailed insights into how we understand and action sustainability to make an important contribution to benefiting the environment and society.

Sustainable action encompasses all areas of the company. For this reason, the Executive Board, the heads of the business units, branches and those in charge of central functions across the Group all help to develop, manage and follow-through with our sustainability goals.

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.

→ The future

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

Our sustainability strategy

In 2022, we laid the foundation for sustainability by formulating a **Group-wide sustainability strategy** which we documented in our inaugural sustainability report. This strategy set out three fields of action and seven strategic focus topics (see illustration below).

Last year saw us concentrate intensively on **defining and setting objectives for Key Performance Indicators (KPIs)** relating to the strategic focus topics. The main aim was to establish clear and measurable targets for the company by creating a framework that would let us objectively evaluate progress in relation to sustainability. Our strategic goals will be outlined in our next sustainability report.

We realise that **integrating ESG goals** into the business strategy fulfils not only societal expectations but also contributes to the company's long-term performance and goodwill. The ESG goals serve as a guideline for

sustainable action and add value for all stakeholders, including our employees, clients, investors and the society we work in.

Two key topics dominate our efforts in 2024. First, we want to **communicate our goals to all our employees in a comprehensible way**. Only then will we be able to work towards actioning these goals with their support. Secondly, we will be **driving the development of Performance Tracking in close collaboration with our business units (BUs) and service functions**.

This tracking effectively monitors our KPIs. It will render us sufficiently flexible to respond swiftly to changes while making sure we succeed in implementing our strategic goals.



Our Executive Board: Jens Fiege, Martin Rademaker, Kenza Ait Si Abbou, Peter Scherbel, Alfred Messink, Felix Fiege (left to right)



Fields of action and focus topics

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

1 PEOPLE		2 PLANET		3 PARTNERS		
1.1	1.2	2.1	2.2	3.1	3.2	3.3
Working conditions	Training and development	Climate action and environmental protection	Resource efficiency	Sustainable corporate governance	Innovation and co-operation	Social responsibility
We believe fair working conditions form the basis for lasting and successful relationships with our employees.	We believe that encouraging our employees is essential to our company's success.	We reduce all emissions through the sustained transformation of our business activities, thereby ensuring the preservation of our environment.	We promote the responsible and considerate use of natural resources, determine potential savings and adapt our processes accordingly.	We uphold our status as a robust company through the implementation of sustainable measures.	We foster enduring industry transformation through innovation and collaboration with our clients, suppliers, and peers.	By supporting regional projects in collaboration with municipalities and residents, we ensure the creation of a vibrant and secure living environment.

Responsibilities

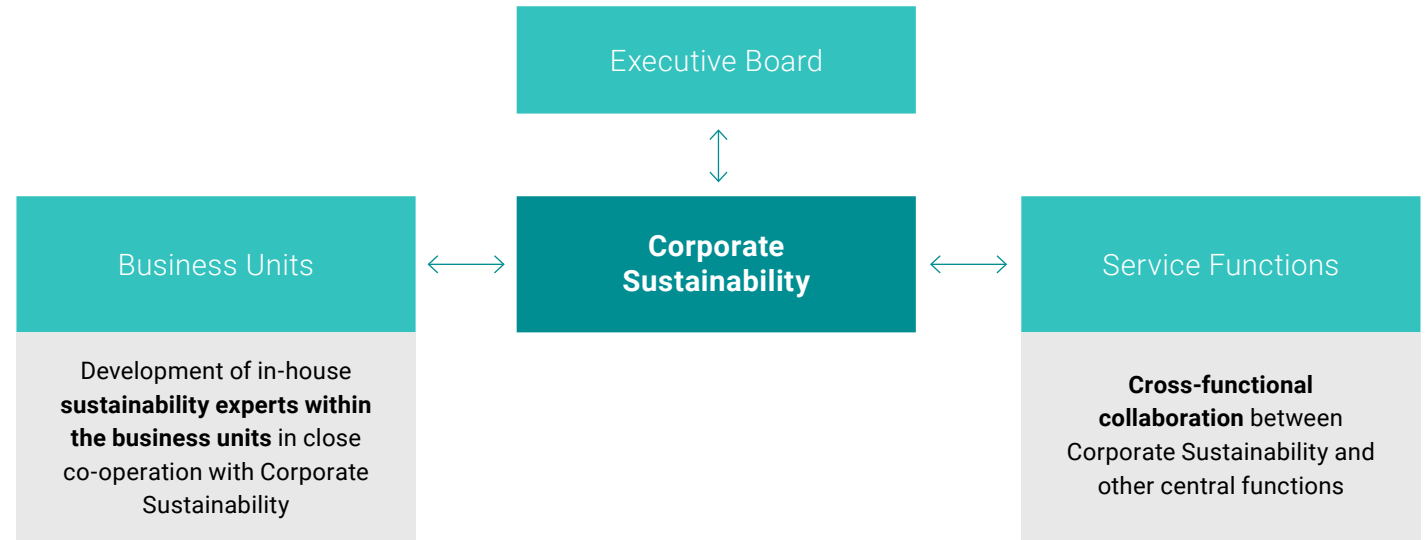
Corporate Sustainability is the department responsible for overseeing, developing and rolling out sustainability management. Its team is the central point of contact for all relevant information and adopts a superordinate perspective by coordinating activities and keeping an eye on current legislation and trends. It also serves as a central point of contact for customer requirements. National and international Sustainability Excellence Managers entrench the topic even further within the respective business units to support the team.

We have ten business units in total with each having appointed at least one Sustainability Officer. They meet with the Corporate Sustainability team every month to exchange best practices and learn from each other. During these meetings, current topics and trends are discussed, enquiries from customers are processed and individual solutions are worked on. Also, this is where we push sustainability initiatives for the whole FIEGE Group.

We are in the process of establishing a team of Sustainability Ambassadors at one of our business units. They work closely together with the relevant Sustainability Excellence Managers, making them the ideal liason between the branches and the central BU level.

Additionally, our Centre of Excellence works with the FIEGE Academy to create training courses for our colleagues.

This training will impart comprehensive knowledge on sustainability for Group-wide roll-out.



What have we achieved?

2023 was a defining year for our commitment to sustainability. Not only did we begin rolling out our strategy across the entire organisation, in addition to building and expanding both our internal and external network – we also conducted a thorough review of our progress.

We wanted to know:

Where are we now? In which areas do we need to intensify our efforts? Where is FIEGE making good progress? And where is there need for improvement?

Ensuring comparability with other market players was paramount. To achieve this, we engaged the internationally acclaimed EcoVadis to conduct our first sustainability rating alongside reevaluating our Carbon Disclosure Project (CDP) score.

FIEGE's inaugural Sustainability Day, boasting around 80 participants emerged as a standout event last year. Held in

October, it offered a virtual platform hosting external and internal keynote presentations. This enriching experience served as a cornerstone for all attendees, enhancing our collective understanding and engagement with sustainability principles.

On the agenda:

- Biodiversity
- Diversity and inclusion
- Crash course on climate change

The Sustainability Day will take annually on the last Wednesday in October, to remind the world just how important it is to advocate on behalf of social and environmental issues.



2023 marked yet another important chapter in the progress of our commitment to sustainability.

Another milestone

In Q3 of 2023, we signed the Commitment Letter of the Science Based Targets initiative (SBTi). Our extensive groundwork in gathering and validating data in earlier years paved the way to set **specific and achievable emissions reduction targets**. For 2024, optimising data transparency will focus on our CO₂e footprint, but also on working out action plans aimed at reducing greenhouse gas emissions.

FIEGE at the National German Sustainability Award 2023

It fills us with pride that our sustainability commitment took us to the finals of the 16th National German Sustainability Award in the category for Transport and Logistics. At the same time, this recognition serves as an incentive for us to win the award at a future point in time.

The prestigious National German Sustainability Award is presented in collaboration with the Association of German Chambers of Industry and Commerce (DIHK), the Federal Ministry for the Environment, Nature Conservation, Nuclear Safety and Consumer Protection (BMUV) and other partners.

Award winners are selected with the help of these key questions: Which enterprises and facilities best master the specific challenges inherent in our industry? Who provides impactful contributions towards bringing about change within their own organisation or through products and services? Where are transformative opportunities employed with great success and in an exemplary manner?

—————→

One of many reasons to celebrate in 2023: It fills us with pride that our sustainability commitment took us to the finals of the 16th National German Sustainability Award in the category for Transport and Logistics.

Initiatives and ratings – key memberships

What purpose do the different memberships serve?

The establishment of strategic partnerships is only one reason for our membership in key initiatives. They also provide an invaluable platform for exchanging best practices and fostering dialogue with a diverse array of stakeholders.

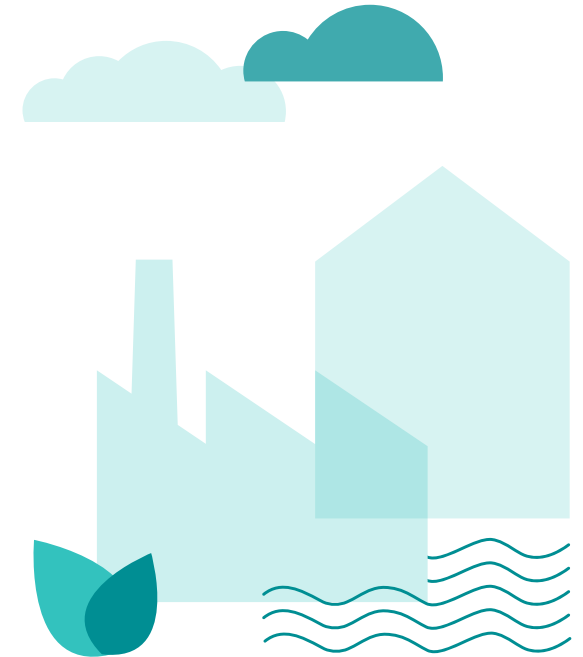
econsense

econsense competence programme

The *econsense* competence programme encompasses the sharing of practical knowledge and methodologies, tailored consolidation of pertinent sustainability topics within specific contexts, bespoke information relevant to medium-sized enterprises, updates on legislation and frameworks as well as facilitating expert exchanges and networking opportunities.

On the agenda of the competence programme:

- Corporate Sustainability Reporting Directive (CSRD)
- Sustainability Finance
- Climate transition plans
- Biodiversity concepts
- German Supply Chain Act (*LkSG*)





Bundesvereinigung Logistik (BVL) e. V.

We are a member of BVL, one of Europe's largest networks for logistics and supply chain management.

BVL advocates the promotion of innovation and sustainability within the logistics sector. Our involvement centres on the theme of *Nachhaltig gestalten* (Shaping sustainably).

Which topics were a particular focus in 2023? In which fields did we intensify our commitment?

Sustainability community

A guideline was created to be able to chart a more sustainable course. The aim was to create an open exchange between companies and stakeholders, work jointly on solutions, and drive positive change.

Best Practices

A list of actions was drawn up to help companies share best practices with each other.

Leaflet on how to measure road transport emissions

The working group designed a [leaflet](#) on the methods used to measure emissions, highlighting alternative interpretations and practices. It covers aspects such as handling missing data incorporating empty runs, detailing the actual deployed vehicle fleet examining emissions factors and describing data modelling techniques.

Valuation model for logistics properties

A list of criteria was created to rate the sustainability of logistics properties. This includes:

- Economic criteria – capital or value retention, reduction of lifecycle costs
- Environmental criteria – environmental protection, resource protection
- Social criteria – health/ safety/ comfort, functionality and design quality

Initiatives and ratings – key ratings

What purpose do the different ratings serve?

Ratings and evaluation criteria serve as a compass that provides us with information in relation to our sustainability efforts. They help us to measure progress, communicate our efforts, and respond to feedback, so that we may do better every day. Furthermore, they assist us in meeting stakeholder expectations and ensuring comparability through the use of relevant standards.



Carbon Disclosure Project (CDP)

The Carbon Disclosure Project is an investor-managed organisation which motivates companies, cities and governments to publish their impacts on the environment.

Since 2020, we have been actively engaged in the *CDP* project, a ranking that many of our clients inquire about. With each passing year, we have managed to enhance our score, culminating in our achievement of a C rating for the first time in 2023.

While we are pleased with this positive outcome, we are committed to further improvement. The performance targets derived from the score serve as valuable tools in our ongoing pursuit of betterment.



EcoVadis

Since 2007, *EcoVadis* has been offering sustainability ratings for companies and their global supply chains in order to quantify their development. Past successes as well as potential and necessary improvements are rendered visible.

In 2023, we attained a Group-wide *EcoVadis* certification for the first time. FIEGE's rating is in line with the industrial average, but we achieved a higher-than-average environmental score. Our goal is to reach a score of 80 by 2025. We work towards this every day.

How does EcoVadis rate?

Overall, **21 criteria** from **four impact areas** (Environment, Labour and Human Rights, Ethics and Sustainable Procurement) play a role in the evaluation. They are informed by evaluation standards such as the Global Reporting Initiative, the UN's Global Compact framework, and ISO 26000.

Initiatives and ratings – key initiatives



Science Based Targets initiative (SBTi)

The goal of the initiative:

By 2030: to halve emissions.

By 2050: to achieve net-zero emissions.

The initiative promotes not only tried and tested behaviours regarding the reduction of emissions, but also provides resources and guidance to companies on how to meet their goals.

What role does the initiative play for us?

In 2023, we signed the Commitment Letter by which we pledge to comply with the 1.5°C target laid out in the *Science Based Targets initiative (SBTi)*. This means that we have pledged to reduce Scope 1 to 3 emissions (all greenhouse gas emissions that we control directly as a company as well as the upstream and downstream supply chain) to net zero.

The net zero target means that we will lower our greenhouse gas emissions as much as possible by 2050, and by a minimum of 90%. All residual emissions produced through our business activities up to 2050 are to be fully neutralised.

Over the next 24 months, we will develop concrete (near-term and net-zero) goals to operate in line with the goals under the Paris Agreement. An integral part of our sustainability strategy is to invest in projects that promote the use of all-electric trucks, the implementation of circular economy concepts, and the development of sustainable logistics properties.



Sustainable Development Goals (SDG)

Or: Agenda 2030.

The 17 sustainable development goals specified by the United Nations form not only part of a global plan to promote sustained peace and prosperity, but also to protect our planet.

The development and formulation of our sustainability strategy is our contribution to achieving the *SDGs*.



Illustration: *Source: <https://sdgs.un.org/goals>

6 out of 17 SDGs relate to our sustainability strategy

FIEGE’s Sustainability Strategy

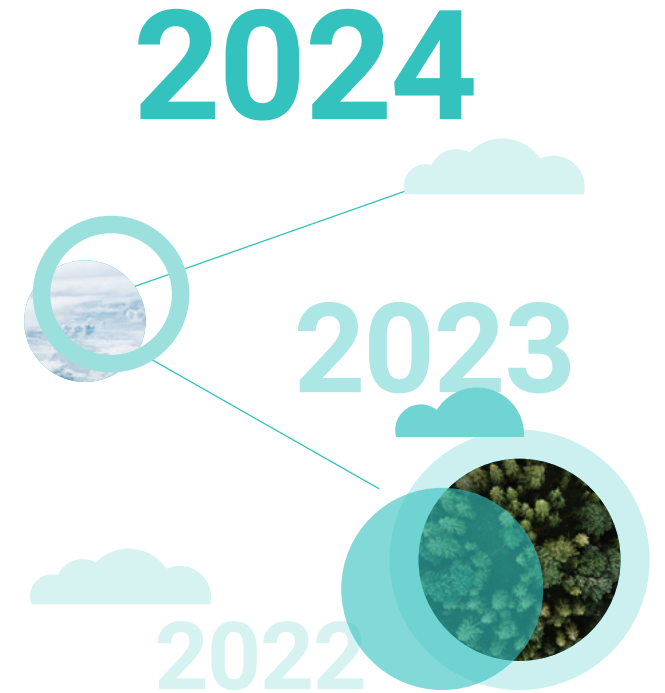


Objective of the sustainability report

Transparent, high-quality, and comparable reporting is of paramount importance to us. Only a comprehensive overview of our performance can serve as a dependable source of information for our internal and external stakeholders. In accordance with this mission, we have prepared this report in line with the globally recognised *Global Reporting Initiative (GRI)*, as we did with its predecessor last year. The *GRI* is the leading guideline in sustainability reporting.

This enables us to guarantee comparability and adhere to clear standards in the future, ensuring compliance with the forthcoming reporting obligations of the *Corporate Sustainability Reporting Directive (CSRD)*. The report serves as the baseline for collaboration and the joint development of sustainability initiatives with our partners.

This report covers the reporting period between 1 January to 31 December 2023. Key metrics were gathered from the respective business units and, unless otherwise indicated, pertain to the specific reporting period and the FIEGE Group. Any reporting data falling outside this timeframe or before the copy deadline of 31 January 2024 have been highlighted accordingly. Additionally, actions and key figures associated with individual divisions, locations and brands have also been identified.



Field of action 1

People

We have something for you: our appreciation.

Focus topics

- 1.1 Working conditions
- 1.2 Training and development



1

PEOPLE

1.1	1.2
Working conditions	Training and development
We believe fair working conditions form the basis for lasting and successful relationships with our employees.	We believe that encouraging our employees is essential to our company's success.

People & Culture encapsulates the very essence of FIEGE, embodying all that defines us and guides our actions. Through this, we aim to celebrate the **uniqueness of each individual** and foster a culture that champions team spirit, ensuring everyone feels valued and embraced.

People & Culture (P&C) marks an important milestone for us. With our far-reaching commitment, we distinguish ourselves and effectively positioning our company as one that prioritises sustainability even within the realm of human resources.

The four strategic pillars

- 1. WIN:** Through our robust employer branding and our commitment to providing an ideal candidate experience, we attract top talent to fill key positions, thereby laying the foundation for achieving the Group's growth and diversity objectives.
- 2. KEEP:** We ensure that our colleagues feel well looked after.
- 3. DEVELOP:** We facilitate the optimal, personalised development pathway for our colleagues.
- 4. CULTURE:** We work together to shape a FIEGE culture that fosters identity and inclusivity.

Best place to work



→ WIN

- Talent acquisition
- Employer branding
- Active sourcing
- Social media
- Recruiting guideline
- Recruiting at universities



→ KEEP

- Employee benefits
- Health management
- Work-life balance
- Performance reviews
- Annual employee surveys
- Experts in labour law



→ DEVELOP

- Performance reviews
- Diagnostic tools
- Personalised career advice
- FIEGE Academy
- Talent development
- Exchange and transfer



→ CULTURE

- Leadership development
- Fail forward culture
- FIEGE Compass
- FIEGE Equality Power
- Community events
- FIEGE values

Focus topic

1.1 — Working conditions

Because we understand fairness.



1.1 Working conditions

People & Culture Index

The People & Culture Index serves as the bedrock for **standardising P&C principles** throughout the FIEGE Group. It delineates our vision and sets forth precise, measurable milestones. This, in turn, drives actions within our four strategic P&C pillars, offering guidance to all members of the organisation.

Across branches, business units, and headquarters alike, this index steers us on our path towards P&C transformation, delineating how we cultivate an optimal People & Culture organisation for lasting success. Regular quarterly analyses ensure alignment between corporate culture and business practices, facilitating ongoing optimisation.

Health Management

We prioritise personalised, location-specific health initiatives to ensure our employees feel supported and engaged. For instance, we conducted a mental health workshop at our headquarters and trained "Feel-Good Partners" at our operational unit in Reckenfeld. Additionally, we recently launched a campaign focusing on foot health at that location. By leveraging our collective FIEGE health network, which we are continuously expanding, we aim to foster synergies and bolster collaborative health initiatives.

Flexible working hours and workplace design: New Work

At FIEGE, we capitalise on the use of flexible working hours and innovative workplace design to promote the well-being of our employees. Continuous market observation enables us to maintain our competitiveness and proactively respond to emerging trends, and sometimes set our new trends ourselves.

By widening the **free choice of workplace** options, bolstered by a new building and an innovative office concept in Münster's *Hafen* district, we are creating an exciting, **modern and innovative working environment** which accommodates diverse meeting formats and injects variety into daily working routines. Additionally, our canteen welcomes employees to savour freshly prepared, hot meals together, fostering a sense of camaraderie during breaks.

The *Hafen* district is where all business units and central functions come together to facilitate the emergence of new networks within an innovative environment that enhances collaboration and teamwork.

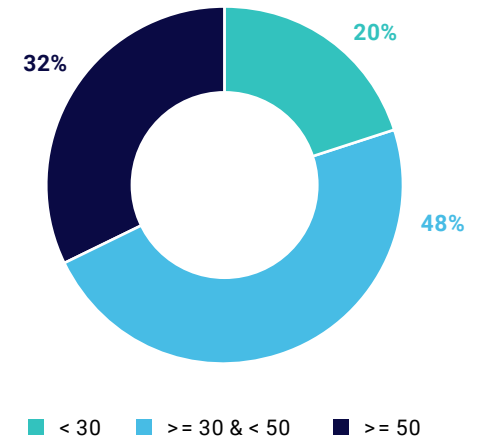
It remains our goal to appeal to and retain junior professionals.

Encouraging pan-generational teamwork

At FIEGE, we employ a variety of initiatives to strengthen teamwork across the different generations. This includes numerous team and company events such as Christmas parties and the SoccerCup, as well as projects like FIEGE Equality Power, which encourages participation from all employees.

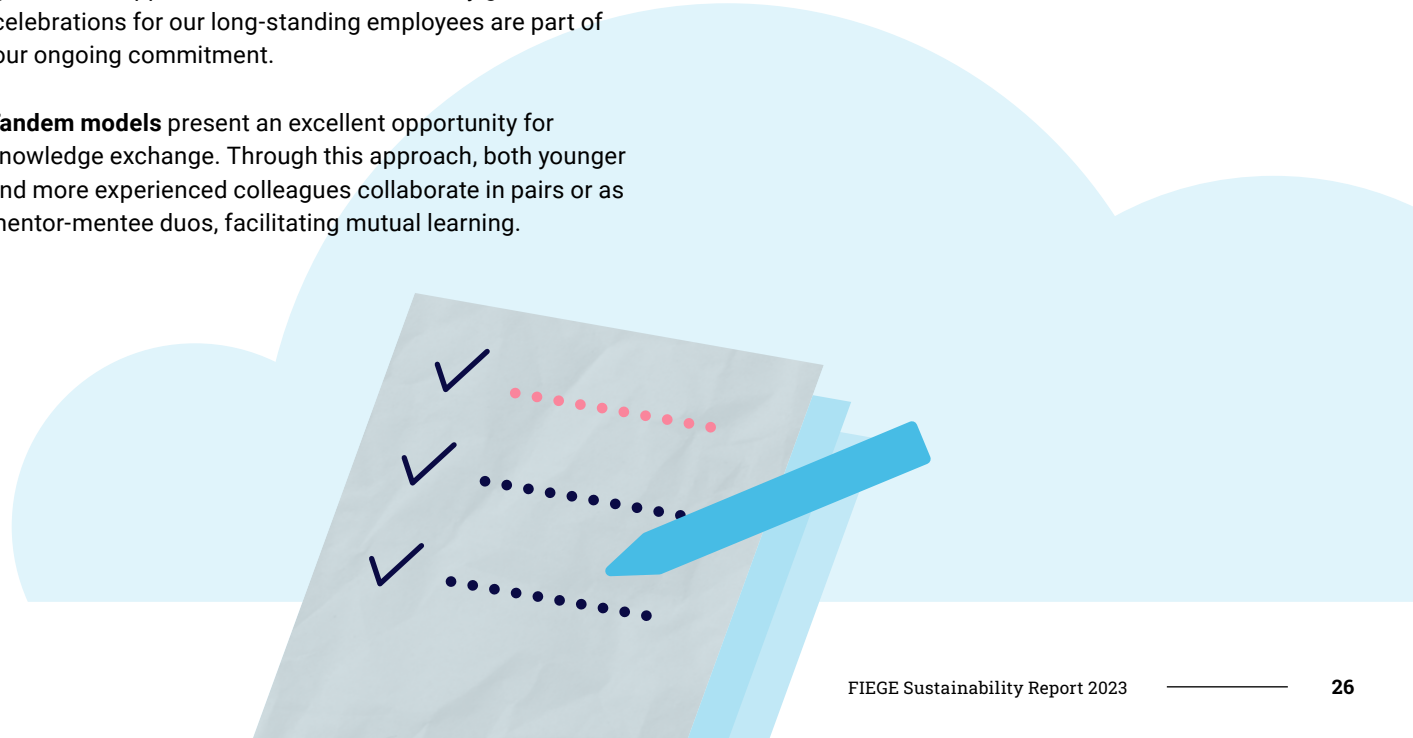
The **largest demographic** within our workforce falls **between the ages of 30 and 50**. Currently the number of employees under 30 is notably lower compared to other age groups – a disparity we are committed to addressing. By implementing targeted recruitment strategies and offering internal development opportunities, we aim to attract, nurture and retain young professionals. To achieve this, we collaborate with educational institutions and offer various programmes such as traineeships, dual degree courses, working student schemes and internships. We then integrate new hires through networking events and tailored development programmes.

Age structure at FIEGE (2023)



Examples of our activities aimed at promoting pan-generational teamwork

1. To create an **inclusive working environment** where many different perspectives are valued, all employees are offered numerous opportunities to participate in projects.
2. **In-company workshops** that are organised by colleagues on various topics may be complemented by workshops led by external facilitators and serve to support our flat hierarchies and strengthen collaboration and teamwork amongst all colleagues.
3. **Company and departmental events** contribute to the strengthening of the team spirit by sharing activities and memories.
4. Annually recurring **events** such as those dedicated to our senior and former employees (FIEGE Oldies) along with gestures of appreciation such as anniversary gifts or celebrations for our long-standing employees are part of our ongoing commitment.
5. **Tandem models** present an excellent opportunity for knowledge exchange. Through this approach, both younger and more experienced colleagues collaborate in pairs or as mentor-mentee duos, facilitating mutual learning.



Employee survey at FIEGE: because every opinion matters

What do our employees think of FIEGE? In 2023, we conducted our fourth extensive, company-wide survey of our employees to find out about the current mood at the company.

Participants: 19,892 invitations and 15,854 respondents (participation rate: 79.70%)

Evaluation: The average rate of satisfaction came to 4.53 out of a possible six stars

Goal: Identify and action any potential to improve the company

Methodology: A mix of qualitative and quantitative anonymous survey methods, either physical or digital

Categories incl. result (Ø):

- Working conditions (4.5)
- Diversity (4.9)
- Development (4.2)
- Feedback (4.6)
- Purpose (4.5)

The team maps and analyses the survey using an existing tool that has been adapted for the World of FIEGE. Furthermore, an independent reporting dashboard was created to visualise the findings. The questions were translated into 18 languages to offer colleagues with over 123 different nationalities working in 15 countries the opportunity to participate.

Positive conclusions:

1. The high rate of participation of almost 80%, represents a further rise compared to the previous year
2. Higher overall rate of satisfaction which remains in the good to excellent range across all business units and countries
3. Strong satisfaction levels stem from both executive recognition and the camaraderie among colleagues
4. The areas of deriving & tracking measures from the last survey show a clear development opportunity for even greater satisfaction

And what's next?

- Presentation of the survey results by those in charge of People & Culture at the individual locations
- Regular exchange with P&C colleagues from all business units to foster transparent communication and share best practice

The conclusion of one survey marks the beginning of the next: Assessing the effectiveness of implemented actions through the subsequent year's survey aids us in our ongoing efforts to become an even better employer.

Outlook

- We action the measures from the appraisal of the **P&C Index** and conduct additional surveys.
- To permanently advance our corporate culture, the **employee survey** will be conducted at regular intervals.
- We digitalise the **scripts** as well as the process for year-end reviews with employees across the entire organisation so that we can track these throughout the organisation in the future.

Focus topic

1.2 — Training and development

Because we
always go
one step further
with our team.



1.2 Training and development

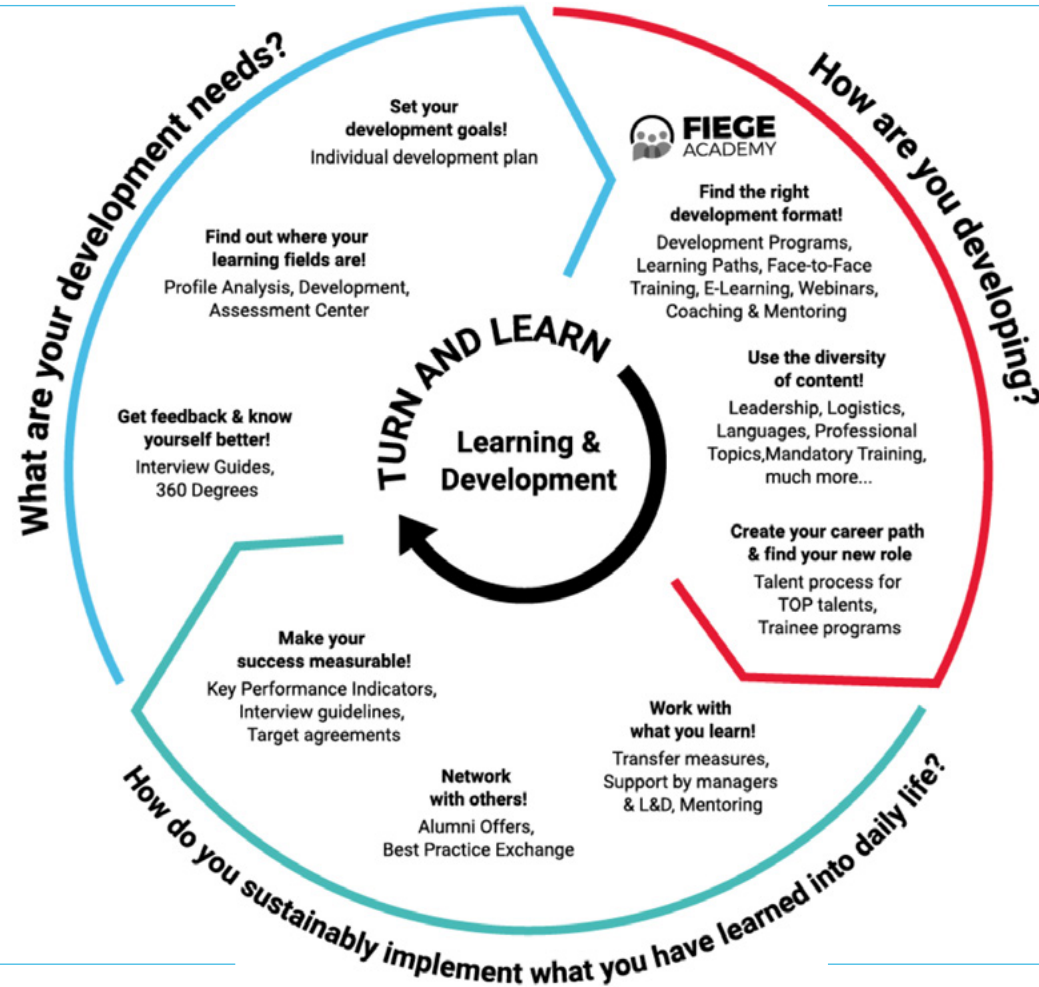


We believe that encouraging our employees is essential to our company's success.

Our goal is to learn, grow and make progress together. Our developmental endeavours play a pivotal role in **advancing our corporate objectives**. Through these efforts, we not only bolster the capabilities of our workforce, but also enhance our employer brand. In this way we empower all FIEGE employees to autonomously pursue growth aligned with their individual aspirations.

Training and development encompass, for example:

- A broad offering of training and professional development programmes
- Personalised opportunities
- Talent identification, development and placement
- Personalised technical and methodological training
- Empowerment of our executives to encourage employee development



Turn and Learn

Our **Learning and Development Wheel** (L&D wheel) showcases the various employee development tools used at FIEGE. We mentor each employee through the personal development process according to their own needs and wishes. The logic that we pursue here is to establish their **personal learning needs** in a first step before selecting and actioning the appropriate development measures. We focus in particular on how **what has been learned can be integrated long-term into their personal work routine**. We are mindful of creating a good mix between learning on the job, learning together and typical CPD offers featuring a varied format.



Establishing development needs

The first step on the L&D wheel explores developmental needs. We use a different tool for this.

Regular performance reviews, employee satisfaction and talent development are the focal point. When we merge these parts, we create a **coherent and effective working environment**.

Performance reviews

Performance reviews utilise standardised scripts to facilitate uniform and transparent communication between employees and managers.

This approach aids us in improving communication, fostering personal development objectives and ultimately strengthening collaboration within the organisation. To ensure the continual career progression of all employees, we closely monitor the progress of these discussions.

Talent development

Here we implement a standardised process to systematically identify and cultivate talent within the FIEGE Group. This approach facilitates the **efficient development of key competencies** and ensures the organisation's long-term competitiveness. We utilise a standardised talent process to identify and nurture the best talents, regardless of geographic location.

Diagnostic tools

Additionally, when needed, we use diagnostic tools to gain deeper insights into the personality traits, strengths and areas for growth of our employees.

We utilise a 360-degree feedback tool, conduct potential analyses and arrange Development Centres. This information forms the primary baseline for establishing tailored development objectives and initiatives during a development review.



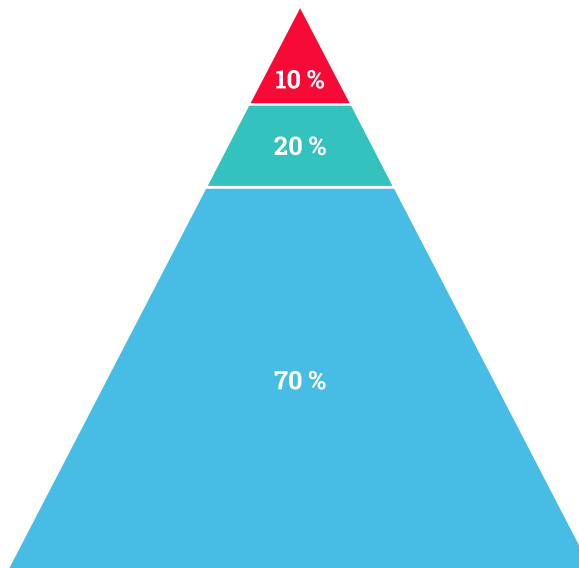
Development plans

We conduct development reviews with employees who want to advance their careers at FIEGE.

During these discussions, potential **opportunities and development objectives are identified** and **strategies are formulated** to achieve them. These strategies are then incorporated into a personalised development plan.

We prioritise sustainable development practices by ensuring that our plans are informed by the 70-20-10 learning model, thereby securing long-term success.

How do we determine the right development strategies?



Formal learning

- Training
- eLearning
- Subsidised programmes
- Learning paths
- Webinars
- Coursebooks and textbooks
- Podcasts
- Subject lectures
- Trade fairs

Social learning

- Mentoring
- Networking
- Coaching events
- Feedback
- Discussions
- Tandems (e.g., young + old, Location 1 + 2)
- Brief work experience
- Buddy

Learning by doing

- Additional responsibilities
- Taking on an expert task
- New subject areas
- Projects
- Changing departments
- Temporary job change
- Training
- Change of location
- Trainee programmes



FIEGE Academy

In the second step, we inquire about our employees' individual development needs, which we then address using the resources available through our FIEGE Academy and our Talent Development process.

The FIEGE Academy is the central organisation at FIEGE supporting growth, learning, and taking the next step. It provides, for example, a comprehensive learning platform with a range of CPD offers. Its main goal is not only to help with professional training, but also to encourage our employees' personal growth. FIEGE Academy training is available in online as well as in-presence and hybrid formats.

The Academy focus is:

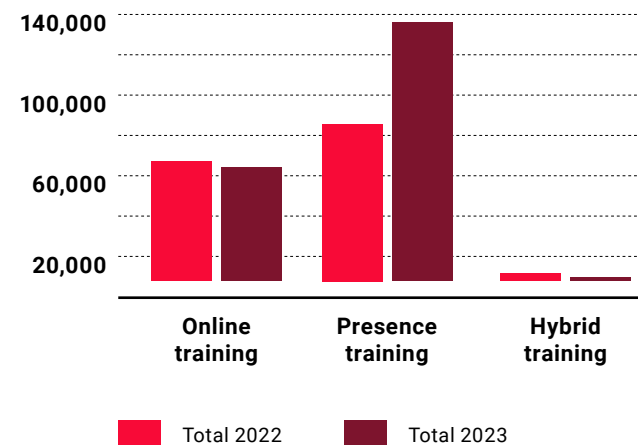
- Education
- Qualification
- Development
- Encouragement
- Communication and networking

Training data for FIEGE Academy 2022 and 2023

The following data provide insight into the training activities of the FIEGE Academy in 2022 and 2023.

1. **Seminars and CPD formats** recorded a 24% increase between 2022 and 2023. **Why?** Because departments are increasingly drawing up their own CPD formats at FIEGE. Moreover, since the popularity of the programmes on offer has grown, our employees have been using the new formats made available, including eLearning, mentoring, coaching and executive training.
2. **In-presence training** rose by a remarkable 51% while online-only training recorded a slight decline of 3%. **Why?** Because following the decline of Covid-19 infections, our employees, executives and departments increasingly opted for in-presence training with the FIEGE Academy.
3. **Hybrid training formats** recorded a stark decline of 50%. **Why?** Because preference for either genuine in-presence or online training formats has grown significantly, including a stronger focus overall on in-presence training.

Seminars and CPD formats (incl. required seminars) in hours of training





Training days per employee

→ The average number of training days per employee rose by 27% during this period. This is an important statistic as it shows that our investment in employee development is ongoing.

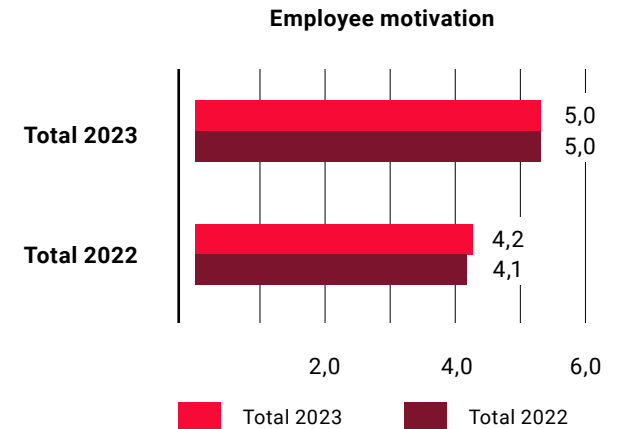
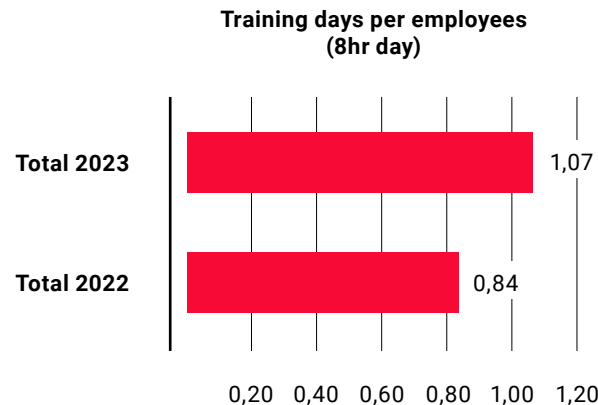
42% of our employees (based on data from Germany, Czech Republic, Hungary, Poland, Ukraine, Italy and Belgium –corresponding to approx. 96% of our workforce) have participated in at least one voluntary training course or development programme.

Employee motivation

Employee satisfaction with the Learning & Development (L&D) offerings saw a modest increase, rising from 4.1 to 4.2 on a scale of 1 to 6. Meanwhile, satisfaction with the FIEGE management remained consistent at 5.0.

The data indicates that FIEGE has **increased its investment in employee development**, particularly through an increase in in-presence training and seminars. The sustained high level of motivation among employees reflects the positive

perception of FIEGE’s efforts. However, we remain committed to continuous improvement and aim to increase satisfaction rates still further.





How does the FIEGE Academy continue to evolve?

We aim to extend access to the Academy's programme, including use of the **Academy's platform**, to our international colleagues. Furthermore, the focus lies on implementing a systematic mentoring approach for participants. The primary objective is to enhance use of the FIEGE Academy's platform and CPD offerings. Additionally, we seek to advance our Logistics Excellence programme by expanding offerings tailored for industrial employees, facilitating shop floor onboarding through the Academy and promoting knowledge sharing among different locations.

The numbers:

In 2023, as a result of the FIEGE Academy's formats –

- 1,680 executives were trained in presence
- 930 eLearning seminars on the topic of leadership were successfully completed

In addition, digital self-learning solutions –

- supported 500 colleagues in a range of languages (English, German as a second language, Polish, etc.)



To empower our international colleagues at our German logistics sites, we are offering **three new German language eLearning formats** (reading, writing, comprehension). Additionally, free eLearning solutions in French, English, Dutch and Spanish are being rolled out. Other languages are in the pipeline to expand the range of CPD options.

All our Germany-based employees enjoy access to comprehensive and target audience-specific CPD offerings. In 2023, in-presence seminars were also conducted in the Netherlands, Italy, Poland, Switzerland and China.

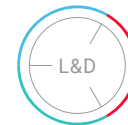
At FIEGE, we believe in continuous learning, which underscores the importance of providing executives with opportunities to enhance their skills and support colleagues in assuming greater responsibility.

Leadership at FIEGE

We have a broad and accessible CPD programme for executives.

The **Lead-O-Meter**, a digital leadership feedback tool, provides a simple and direct means to enhance the development of leaders. Employees in our branches and headquarters have the opportunity to anonymously provide quarterly feedback on their superiors and their perceived leadership quality. This process is overseen by the FIEGE Academy and seamlessly integrated into the comprehensive training of all parties involved.

In collaboration with the Leadership Culture project team, some 50 people have already been coached under the Train-the-Trainer scheme.



Talent development

We nurture all talent here at FIEGE.

In collaboration with our executives, we actively mentor our employees along their career paths. To facilitate this, we implement a standardised process designed to systematically identify and nurture talent based on predefined criteria, and promote them to new positions within the FIEGE Group.

→ Identification

The **talent process** is of particular interest to employees wishing to take the next step in their careers, or who are planning to pursue a long-term career with FIEGE. They show great potential to assume a larger role and invest in their career path.

We create transparent processes and criteria so that all employees can access the same development opportunities.

→ Development

We mentor and advance our employees systematically with reference to the **Learning and Development Wheel**.

The focus here lies on the individual development of each talent. Our goal is for every employee to have their own career plan geared towards their particular needs.

→ Placement

We support our employees in attaining new positions at FIEGE and shaping **career paths** within the organisation.

In doing so, we create transparency and visibility within our in-house job and through various networking opportunities with key decision-makers across the company. This empowers talent to expand their network and pursue new development opportunities.

Outlook

- **Talent Development** encompasses following-up on the 2023 talent process, including development reviews and placements as well as the implementation of a standardised talent development process.

Field of action 1

Additional relevant topics

Diversity and inclusion

FIEGE Equality Power



“Equal opportunity
is not simply a project;
it is our duty. Every day.”

Alexander Neudorf,
Executive Director People & Culture

Figures | Data | Facts

Which fields of action do we serve?

1. **Mindset, bias and transparency**
 - Through workshops, events, internal communications and concrete actions, the focus was on increasing diversity and providing training on how to deal with unconscious bias.
2. **Attraction & Recruitment**
 - Advertising vacancies in gender-neutral language
 - Launching targeted campaigns with a focus on diversity
 - Presence via career sites such as “Women in IT at FIEGE”
 - Creation of objective selection criteria for personnel selection
3. **Development and retention**
 - Anti-bias training; integrating all genders; support programme for women

Definition of target values

Last year, we increased the proportion of women in our workforce by between 4 and 17 percent. These and other goals can be achieved through a variety of measures that underscore our commitment to diversity and equal opportunity.

Integration projects

Their outstanding contribution to the Welcome – Working for Refugee Integration project earned our colleagues at FIEGE Logistics Italia an accolade from the United Nations High Commissioner for Refugees, the UNHCR Italy. Through this initiative, the UNHCR promotes the integration of people who have been displaced due to war and persecution.



UNHCR, the United Nations refugee agency, operates globally, striving to save lives, protect human rights and build a more liveable future for those forced to flee their homes due to conflict or persecution.

FIEGE Italy has initiated an **integration programme for survivors of gender-based violence** and political refugees. This initiative aims to pave the way for social integration and create employment opportunities for vulnerable individuals such as those at risk, migrants, refugees and women who have experienced violence. The company demonstrates its **strong and tangible commitment** to promoting diversity and inclusion. As a result of this initiative, four disadvantaged individuals, including survivors of violence and political refugees, have been successfully employed.

Diversity and inclusion models – our colleagues in Italy lead by example

Our foremost priority is to value and support all individuals, fostering a diverse and inclusive workforce that is crucial to the company's success. Integration efforts yield numerous benefits, including enhanced team productivity, heightened commitment, increased loyalty, and tangible, measurable results.

For this reason, all of our diversity and inclusion projects are to become company processes in the future.

Responsibility, Equality, Diversity (RED)



We are dedicated to fostering autonomy and facilitating the social and professional integration of individuals with cognitive disabilities, such as Down syndrome, as well as those who are paraplegic.

That is why we invest in comprehensive training programmes for managers (OPS+AM), team leaders and mentors, addressing issues relating to diversity and the **respectful treatment of people with disabilities**. A total of more than 80 hours have been dedicated to this training initiative, aimed at raising awareness and understanding throughout the organisation.

To boost the autonomy of people with cognitive disabilities we employed an educator for a period of six months to mentor what we refer to as REDs on their journey to independence. On special weekend training sessions, they learn to navigate the dynamics of a complex organisation with confidence. As an added measure of support, we have arranged a shuttle service to facilitate their commute to work.

As a result of the initial pilot programme, following the employment of the first REDs, an additional nine individuals are set to join. Among them, ten individuals have signed permanent employment contracts with FIEGE.

NOI.SE



The project's aim is to transform FIEGE into an inclusive workplace for diversity within the region. Initially, four individuals were hired as pilot NOI.SEs, followed by an additional ten. Ten of these NOI.SEs have signed open-ended contracts. Furthermore,

a third recruitment round is set to commence soon, benefitting over 15 NOI.SEs.

Even outside Italy, these DEI projects are to be rolled out by default at FIEGE in the future.



Outlook

- The **Diversity Charter** was published in 2006 and is more than a voluntary commitment. It is also a non-profit organisation steadfastly advocating for a bias-free work environment. By signing this Charter, we pledge to intensify our efforts in promoting and fostering equal opportunities. By joining, we network with like-minded companies, share information about successful policies and campaigns, and talk openly about our challenges and successes for the benefit of our cause.

Occupational health and safety

Our centralised Quality Team (TQ) deals extensively with **Occupational Health and Safety**. Symposia are organised on this topic every year. In 2023, we held the first in-presence symposia since the start of the Covid-19 pandemic. These events made it possible for the Quality Team to present a paper on quality and safety in the workplace and facilitate in-person networking. The positive feedback was a particularly gratifying in light of the enforced suspension of this meeting over the past few years.

During the year, managerial officers and occupational safety professionals communicated on the departments' topics via the digital Teams channel and, where needed, were mentored by the Quality Team.

FIEGE is **proactive in lowering the risk of accidents** in the workplace and improving working conditions, and the health, and safety of our employees. This includes the provision of comprehensive training, regular safety tests, appropriate protective equipment, and the careful selection and procurement of work equipment. Our aim is to provide a safe and healthy working environment at our many business units.

The following items are important here:

1. **Accident/risk prevention campaigns**
 - In the future, we wish to rely on digital solutions for the drafting of risk assessments.
 - We organise symposia and health days at our locations and broaden the company's health management scheme.
 - With an eye to the future, we wish to further expand the roll-out of ISO 45001 within the FIEGE Group.

2. **Regular audits by internal or external safety experts**

To make sure our safety standards are always up to date, we conduct audits regularly. To progress continuously within this field, we involve both internal as well as external experts who, e.g., are in an interdisciplinary exchange with supervisory authorities.

3. **Long-term creation of a safe working environment for employees**

We create and maintain a working environment which ensures the safety, health and well-being of our employees in the long term.

OPTICERT

The online platform, OPTICERT, assists us with the transparent management of company-related risks. A quick digital check identifies the legal requirements in such fields as

- **Training:** occupational safety and data privacy certification
- **Consulting:** occupational health and hazardous goods certification
- **Inspection:** fire safety and hazardous goods, optional: certification

Outlook

- We are reviewing a new **risk assessment tool** which will centralise data gathering across the FIEGE organisation.
- It is our aim to overhaul our BU structures in order to optimise the **management system for occupational safety**. Here, we are specifically targeting the individual needs and particularities of each unit, to strengthen Group-wide collaboration.

Field of action 2

Planet

We did a
double count:
We have only
one planet Earth!

Focus topics

- 2.1 Climate action and environmental protection
- 2.2 Resource efficiency



2 PLANET

2.1	2.2
Climate action and environmental protection	Resource efficiency
We reduce all emissions through the sustained transformation of our business activities thereby ensuring the preservation of our environment.	We promote the responsible and considerate use of natural resources, determine potential savings and adapt our processes accordingly.

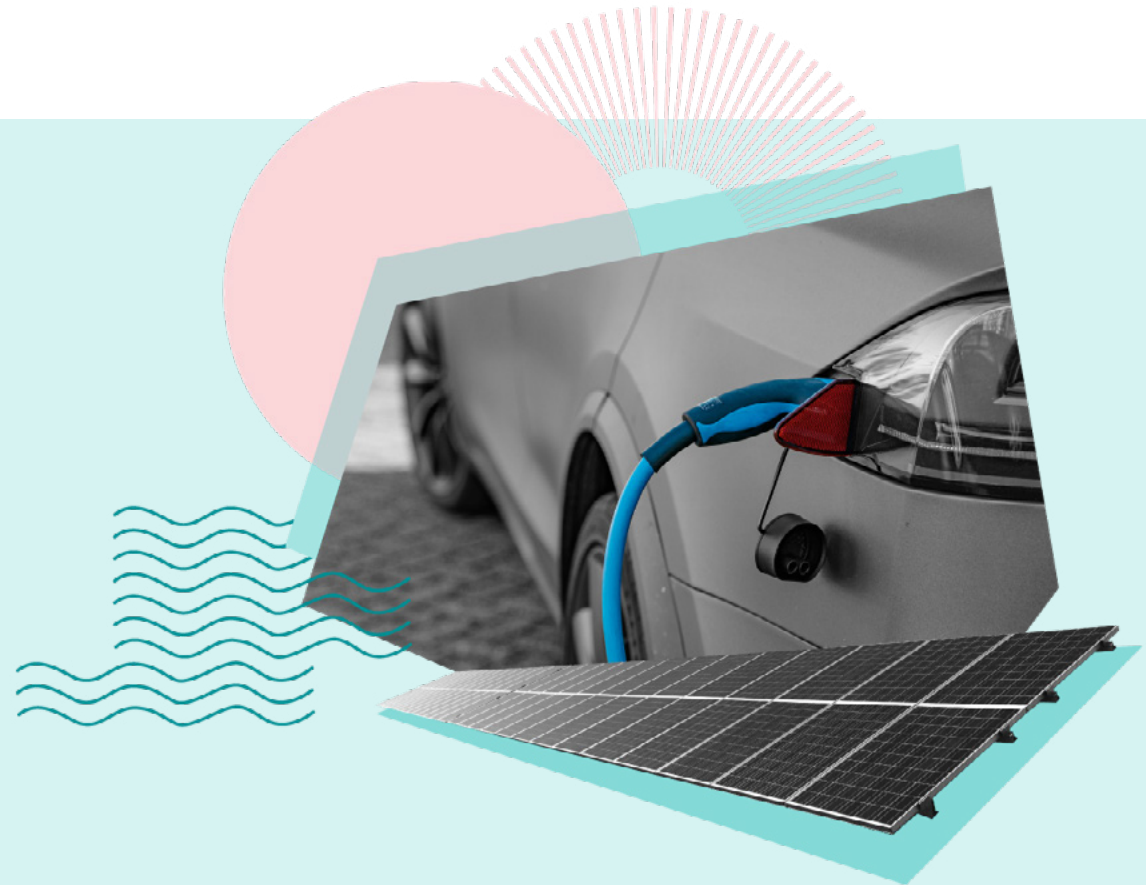


Our goal: to make the best possible contribution to protecting the climate and the environment.

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 include climate change mitigation even more strongly into our corporate activities to achieve a greenhouse gas emissions-free future - together with clients, investors and society.

Climate change mitigation

A holistic climate strategy with an ongoing carbon dioxide equivalents (CO₂e) balance sheet plays a **key role in achieving our climate goals**.

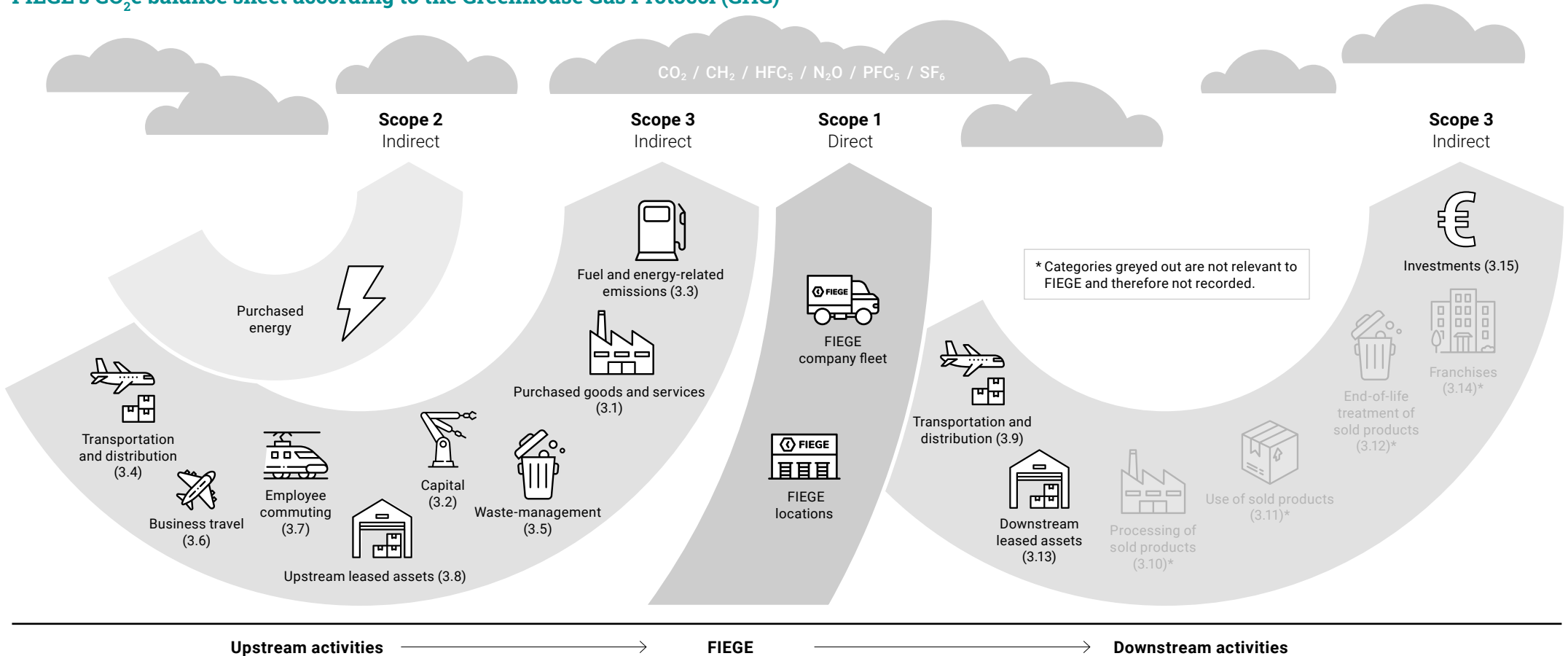
To enhance data transparency, we implemented several measures in 2023. In a first step, we broadened the collection of centralised data, which started in 2016 via FIEGE's energy portal, to include international details. This step improves the quality of the data gathered at a centralised point. Last year, **91% of our locations** were already **centrally pooled** in the energy portal. We wish to further increase this high compliance rate by adding those locations that are yet to follow suit. Locations that are not yet connected to the central system will provide the data manually.

Furthermore, we triggered processes that will **increase data transparency still further** in the two most relevant Scope 3 categories for us: purchased goods and services, as well as purchased transportation services.

By partnering strategically with clients and service providers, we wish to make the transportation services that we purchase more environmentally friendly. Alongside efficiency increases we also rely on alternative powertrains. Together with our clients, we have already invested in **eight electric trucks** and the purchase of hydrotreated vegetable oil (HVO).

* We consider all relevant greenhouse gases and abbreviate them to CO₂e for ease of understanding.

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



Objectives of the CO₂e balance sheet

1. The **transparent outline and measurement** of the company-wide CO₂e footprint
2. Identification of **emission hot spots**
3. Deduction of **specific mitigation actions**

We examine not just the emissions that we cause ourselves (Scope 1 and 2) but also the indirect emissions released throughout our entire value chain (Scope 3). By precisely analysing these data, we can **develop effective mitigation strategies** and maximise our contribution to climate action.

Our suppliers, clients and all stakeholders within the value chain are thus equally responsible for achieving our climate goals. Together, we advocate these ambitious goals.

By working in close partnership, we not only minimise our impact on the environment but also strengthen our relationships with our clients and suppliers in the long term. We share best practices, pool resources and work with our partners to find mutually beneficial solutions that promote sustainability. Ultimately, we want to **bring about positive change** and create a viable future for us all.

How big is our carbon footprint?

The GHG Protocol forms the baseline for the evaluation and tracking of emissions. This internationally recognised standard is used to measure FIEGE’s carbon footprint, allowing for the precise and comparable measurement of our greenhouse gas emissions. The GHG Protocol categorises emissions into three scopes (see also p. 49). When calculating CO₂e emissions, we rely on primary emission factors as far as possible. Wherever this is not possible, we use recognised databases to access secondary emission factors.

Info box

Quite often, the quantification of emissions is based on emissions factors from scientific databases such as Ecoinvent or GEMIS. Estimates tend to be on the conservative side or use an average-market-data approach. For this reason, they are also known as **secondary emission factors**.

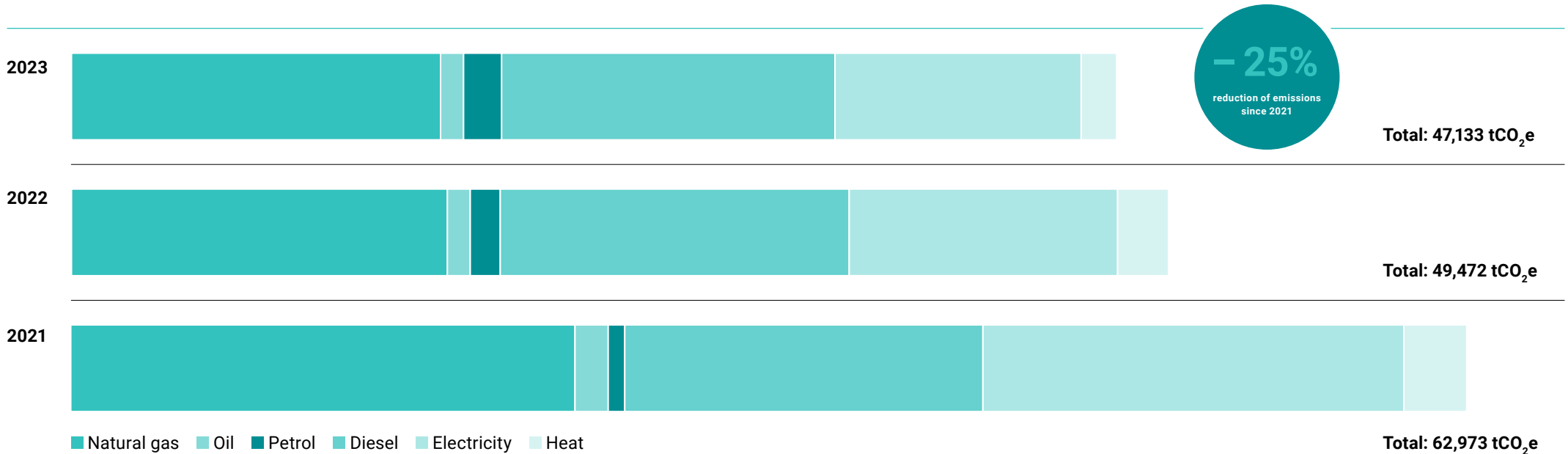
We therefore need more concrete and reliable data. To be more precise: **secondary factors** should be replaced by **primary emission factors**. These primary values outline a specific process, making the results more robust. A typical example of this is the emissions factor for electricity where, in an ideal scenario, the utility company’s specific value is used.



Development of emissions

Overview of emissions (Scope 1 and 2) in tCO₂e

For 2023, 139 locations in total were included in the CO₂e balance sheet. The available data reflect the trend of various Scope 1 and Scope 2 emission sources over a three-year period (2021 to 2023).



Information from the following countries has been considered:

2021: actual figures of consumption (adjusted subsequently): Germany, Austria, Czech Republic, Switzerland, Italy, Poland, Hungary, Slovakia, Netherlands, Belgium (Ukraine excluded); not included: China

2022: actual figures of consumption (adjusted subsequently): Germany, Austria, Czech Republic, Switzerland, Poland, Italy, Hungary, Slovakia, Netherlands, Belgium, China (Ukraine and Turkey excluded)

2023: preliminary figures of consumption: Germany, Austria, Czech Republic, Switzerland, Poland, Italy, Hungary, Slovakia, Netherlands, Belgium, China, Singapore (Ukraine and Turkey excluded)



It is in our power to directly impact the reduction of emissions from heat and electricity, which is why we focus on those.

Development of Scope 1 and Scope 2 emissions

One positive aspect is that **total emissions** in 2023 compared to the previous year have declined overall.

We can directly impact heat and electricity as sources of emissions through our actions, which is why they are especially relevant to us. We have done this by **introducing energy-efficient technologies**, such as switching to LED lights and thermal pumps. We can also have a **positive effect** by stepping up our use of renewables, for example through efficiency measures that lower energy consumption or through the installation of motion sensors.

Overall, the data from most locations indicate a positive trend during the period under review. To achieve our climate target in the long run, however, we will need to action further specific measures to lower CO₂e emissions, meaning we will need to intensify our current efforts.

Scope 3

According to the GHG Protocol, there are in total 15 categories of Scope 3 emissions that reflect the complete upstream and downstream value chain of a company. These are emissions that are not directly generated at our locations. Following a comprehensive screening, we have identified **nine categories that are relevant** to the FIEGE Group.

Emissions from the production of capital goods were calculated based on our capital expenditures (spend-based). These amount to 18,482 metric tons of CO₂e in 2023.

We have established approximate values for **purchased transportation services (upstream and downstream) under Scope 3.4 and 3.9** with the help of initial projections.

This Scope 3 category, according to currently available data, is the largest and most relevant category for FIEGE with more than **238,000 tCO₂e**.

Additionally, we were able to measure a comprehensive overview of all **waste (Scope 3.5)** produced and the resulting emissions across our locations for 2023. By **improving data transparency** and separating the disposal of waste into recyclable and non-recyclable waste categories, we reached a total of **870 tCO₂e**.

For the first time, we included projections for **commutes** in 2023. Supported by extensively and precisely conducted surveys, we obtained a transparent overview of emissions caused by this since they have become a relevant factor due to the size of operations and the number of commuting employees. The goal of the surveys is also to develop potential measures to reduce emissions. **Scope 3.7 Employee commuting** at FIEGE encompasses in total around **29,013 tCO₂e**.

Lastly, we looked at and evaluated the **business travel (3.6)** category. It covers all business trips, overnight accommodation and conferences, and currently contributes **1,132 tCO₂e**. Despite a rise in the absolute number of business trips, a slight decline in emissions can be recorded which is due to improved data quality and the use of fewer mean values. Thanks to our travel policy, we prioritise environmentally friendly alternatives when choosing accommodations and rental vehicles. As a result, our emissions remain below average.

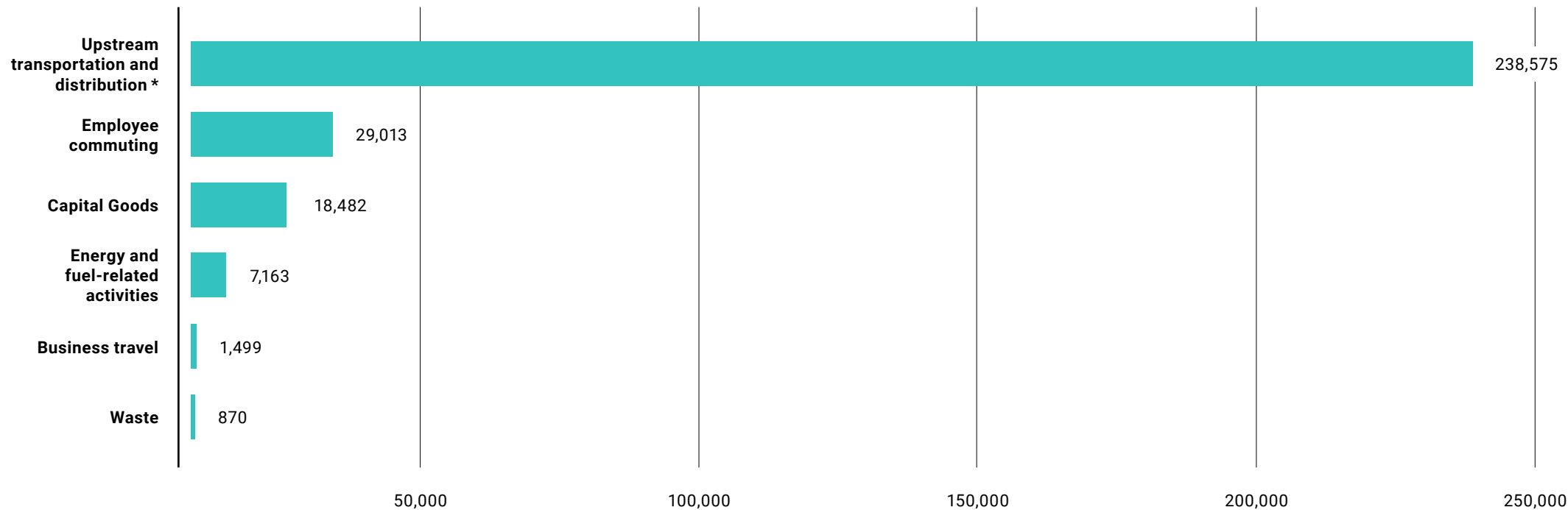
Info box

Our analysis of Scope 3 emissions reveals the diverse **sources of emissions contributing to our environmental impact**, extending beyond our direct business activities. In response, we are implementing a range of measures. These include the promotion of **eco-friendly means of transportation** to avoid unnecessary emissions. We are also optimising our production processes to reduce energy consumption and implementing **policies to reduce waste** and promote sustainable business travel practices. Partnerships with all stakeholders along the entire value chain takes on a central role in this regard.

To increase the transparency of our CO₂e footprint, we are planning to set up a dashboard in 2024. Both internal and external stakeholders can view current CO₂e emissions on this **dashboard**.

CO₂e footprint FIEGE in tCO₂e

Scope 3 emissions – 2023 (in tCO₂e) of the entire FIEGE Group



* The share of distance-based emissions is 56%, with the remainder calculated using a spend-based emissions factor.

Sustainable transportation at FIEGE

FIEGE's contribution to more sustainability within transportation

1. Zero-emission transports: FIEGE launches its first eight electric trucks (Germany and Switzerland)

Eight electric trucks were launched in Germany and Switzerland in 2023, representing an important milestone on the path towards sustainable transportation. The trucks are used for regional transports and provide a **zero-emission solution for FTL and LTL transportation**. They have zero emissions, because the trucks are currently charged at locations using renewable energy. With this step, we are boosting our commitment to eco-friendly logistics solutions and progressive fleet technology.

2. Hydrotreated vegetable oil (HVO)

HVO100, also known as hydrotreated vegetable oil, is an **innovative diesel fuel** which is obtained from converting vegetable oils, plant-based and animal fats as well as reusable waste materials like edible oils and grease residues. Compared with conventional diesel, HVO100 relies on **sustainable raw materials** which contribute to lowering

dependency on fossil fuels. It is not necessary to carry out comprehensive changes to existing diesel engines when integrating this fuel. This ensures the continued smooth operation by the existing fleet and lowers emissions from the ongoing use of existing vehicles. HVO100 offers the same high performance as conventional diesel, yet **up to 9% lower CO₂e emissions, 33% less particulates, and 9% less nitrogen oxide** and is almost odourless. Since November 2023, we have handled the transportation needs of our client, Diageo on two transport routes which enables a 90% reduction of the normally occurring CO₂e emissions. Legal clearance allowing for the purchase of HVO100 at public petrol stations is expected for 2024.

3. Sustainable intermodal transport

FIEGE is planning to boost the use of sustainable intermodal transports – an innovative form of goods transportation – even more in the future.

Intermodal transports use a combination of different transport modes **by road, rail or water**, to efficiently transport goods. It combines environmental friendliness, resource efficiency and economic sustainability. In Switzerland, we already offer clients the option of rail transport as well as multi-modal transport composed of railway and road. We are currently working on reactivating railroad sidings across the World of FIEGE. For this, we are in communication with the relevant stakeholders to set up the shared use of railroad installations.

In the future, both an HVO petrol station as well as a bio-LNG petrol station are planned at our location in Bocholt for ease of access to more sustainable fuel.

We are also reviewing the possibility of switching our time charters to bio-LNG or bio-CNG.

Energy

FIEGE divides its energy segment into Energy Management and Energy Solutions. **Energy Management** doubles as an in-house consultancy and project team that develops and rolls out our energy efficiency strategy. Within the growing **Energy Solutions** segment, we add value through innovative and integrated operating and production concepts – not just for FIEGE, but also for our clients and external partners.

Energy management

Management					Solutions		
Purchasing	Duties	Energy			Mobility	Production	Operation
Energy purchasing	Align with laws on energy	Energy monitoring	Energy efficiency projects	Energy concepts	Charging infrastructure	Renewables (PV, wind) plus storage systems	Energy trading, technical and commercial management



We primarily buy power from locally operated wind turbines and solar plants.

Our fields of action

Energy purchasing

We already buy power that we cannot generate ourselves in Germany, Italy and Switzerland from renewable energy sources. A minimum **63% of our overall consumption of energy** is already covered by a respective proof of origin.

Energy monitoring

Our energy tracking records and **pools our entire consumption of energy** within the FIEGE Group to create the baseline for our sustainability and energy reporting. We set high data recording standards to enable detailed analyses, identify the potential for optimisation and derive energy efficiency measures. Moreover, Energy Management supports the locations in meeting the legal requirements and the ISO 50001 certification.

Energy efficiency projects

We prioritise and support the locations in actioning energy efficiency projects from the planning stage to final acceptance and follow-up support, based on the energy monitoring's findings.

Energy concepts

Energy Management supports the Real Estate department in planning new developments with energy concepts as well as technical tender documentation. For this, the colleagues pool their know-how, bringing it up to **current energy standards and innovations**, then integrating this knowledge with all our new future buildings – for the well-being of the climate, our employees, our clients and for improved efficiency on many levels.

Charging infrastructure

We devise integrated charging infrastructure solutions for passenger vehicles and trucks, from the planning stages all the way to roll-out.

Renewables

Our energy production concepts comprise technically flexible solar, wind and battery storage solutions to maximise captive production and lower dependency on market prices.

Energy trading and operational management

The charging infrastructure and solutions for renewables require a technical management to optimise the availability of the installations. Within our commercial management, we meet all of our regulatory reporting duties and enable the participation in energy trading. By continually optimising marketing models and increasing the system's availability, we are creating sustained, profitable growth.

Goals

- From 2030, we will generate more power than we need for our operations in Germany.
- We are reducing our energy consumption by 25% by 2030 (in relation to our specific energy consumption in 2016).
- By 2030, we will heat and cool 50% of our logistics areas in Germany entirely with renewables.

Reduction of energy consumption by 2030 by

25%



Green heat

- We heat 88,800 m² of our warehouse space with thermal pumps.
- Heat from renewables serves approx. 5% of the overall logistics space.
- 122 thermal pumps with a heating capacity of around 3,800 kW have been installed in the warehouses.
- Six current locations are planning to switch over to thermal pumps.

For FIEGE to become climate-neutral in the long term, switching over to **heat from renewable sources** is a declared goal. The most efficient method for this is the use of thermal pumps which extract heat from the surrounding air, groundwater or energy stored in the ground and make it available. In addition to implementing this technology in new buildings, FIEGE has also begun retrofitting its first existing location, the facility in Apfelstädt, with thermal pumps.

Other projects are in the pipeline. Our aim envisages heating a minimum of 50% of our overall logistics area using renewable energy by 2030. For this purpose, FIEGE has prepared an in-house Action Plan for Green Heat (*Aktionsplan Grüne Wärme*) which paves the way for climate-neutral heating at all locations.

88,800 m²

**Warehouses
are heated using thermal pumps.**



Charging infrastructure

At the end of 2023, **FIEGE installed charging point no. 150 for electric vehicles** at its location in Ibbenbüren, Germany. After the company's headquarters at Münster/Osnabrück airport in Greven (21 charging points) and the ultra-modern Healthcare logistics centre in Barleben near Magdeburg (20 charging points), the Ibbenbüren site is considered the location within the World of FIEGE with the largest number of e-mobility charging points .

In the same year, FIEGE installed **50 new charging points** at various locations, including the first two fast-charging points for electric trucks, which went into service in September at our Rangsdorf site. FIEGE trucks can be charged here with a capacity of up to 150 kW. By continuously expanding its e-mobility infrastructure, FIEGE is taking the next step towards permanently lowering the company's CO₂e emissions to net zero.

Services 2023

- So far, 150 charging points for electric cars
- Over 150,000 kWh of energy charged by vehicles in Germany
- Eight electric trucks in fleet, including Switzerland
- Two fast-charging points for electric trucks
- 27 locations equipped with charging infrastructure
- More than 6,000 charging cycles completed



150 energy facts

To mark FIEGE's 150th anniversary, Energy Management started a special publicity initiative in 2023. The initiative aimed at making visible FIEGE's goals, achievements and successes on the subject of energy, and strengthening **awareness of its efficient handling of energy**. Over a period of 30 weeks, five energy facts were shared on our central platform with all employees every week, amounting to 150 in total, in line with FIEGE's motto in 2023.

FIEGE Energy Awards

In its anniversary year, Energy Management presented the FIEGE Energy Awards for the first time. Locations that had implemented particularly effective energy-saving measures were honoured in a total of four categories.



Category

“Most effective efficiency measures – energy source: electricity – organisational action”

The location in Brieselang received an award.

Weekly schedules detail the operational hours of lighting system across all warehouses and levels, as well as the building control system are provided to ensure that lights are only activated when needed. This measure resulted in a 10% reduction in overall power consumption .

Category

“Most effective efficiency measures – energy source: gas – organisational action”

The location in Halle received an award.

Lowering the temperature in warehouses resulted in a decrease in gas consumption, leading to a reduction in emissions in Halle from 270 tCO₂e, to 217 tCO₂e for the gas energy source.

Category

“Most effective efficiency measures – energy source: electricity – investment”

The location in Bocholt received an award.

By switching to LED lights with motion sensors, the site has been able to reduce its overall consumption of electricity since June/July 2023 by around 70%.

Category

“Most effective efficiency measures – energy source: gas – investment”

The location in Apfelstädt received an award.

The existing gas-fired heating system was removed from two warehouses and replaced by thermal pumps, resulting in a reduction in gas consumption of around 15%. Overall, the location was able to reduce the emissions generated by gas as the source of energy by almost 150 tCO₂e.

PV projects

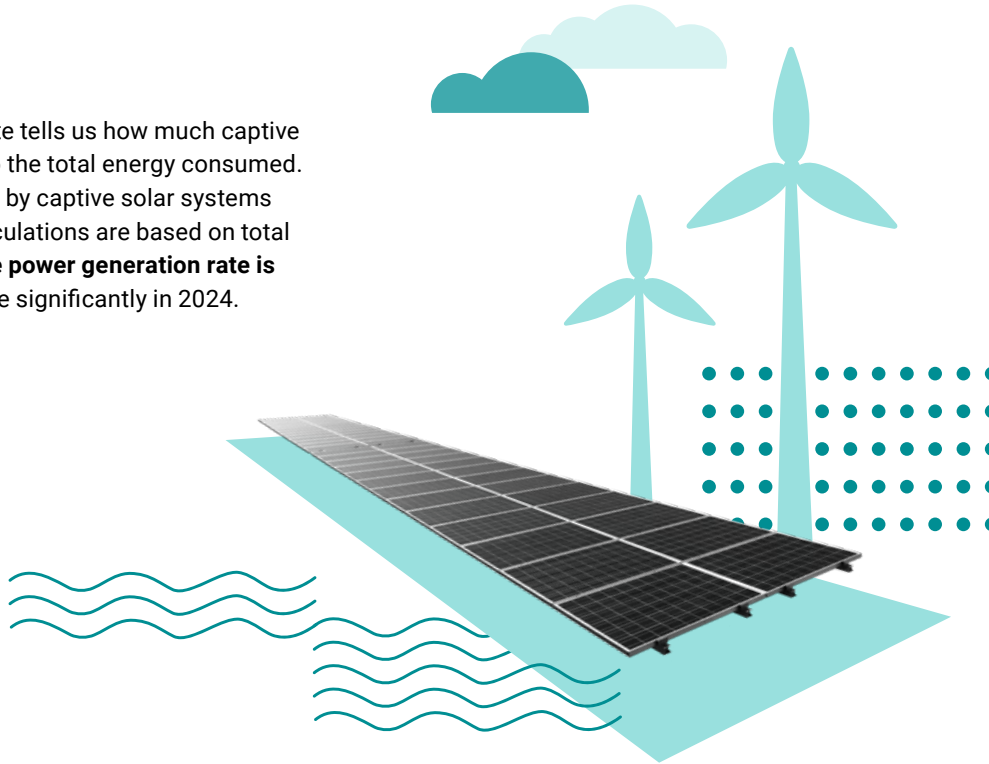
Before the end of 2024, FIEGE will

- own nine solar systems with an area of 110,000 m².
- produce 10 GWh of energy with its proprietary solar systems.
- have installed 10.5 MWp of capacity.
- install 26,250 solar modules.



Captive power generation rate

The captive power generation rate tells us how much captive energy we generate compared to the total energy consumed. Only renewable energy produced by captive solar systems or wind turbines is included. Calculations are based on total annual rates. The current **captive power generation rate is 3.73%**. We will increase this share significantly in 2024.



Teamwork between Energy Management and Corporate Sustainability

Close collaboration between the Energy Management and Corporate Sustainability departments is crucial to achieving our goals and contributing to climate change mitigation. We are currently aligning our action plans and encouraging an **exchange between Energy Management Officers and Corporate Sustainability Officers** at our branches. The presentation and discussion of shared goals and actions across many different business segments is important for us to ensure widespread support and acceptance.

FIEGE Real Estate

What will the logistics sites of the future look like?

To us, the logistics property of the future is an interconnected, highly efficient and sustainable power plant. It is highly self-sufficient and serves at the same time as an energy supplier feeding into the local power grid as well as powering mobility solutions. The logistics property becomes the **powerhouse behind the energy transition** by producing **more power** on site from renewables **than it consumes**.

By connecting solar plants, wind power and storage systems with controllable points of consumption such as thermal pumps, electric conveyors and charging infrastructure for electric cars and trucks, it is possible to perfectly coordinate power production and power consumption thereby **relieving pressure on the public power grid**. It is also possible to use excess power to produce green hydrogen. By connecting all these separate parts, an **effective proprietary energy ecosystem** is created.

FIEGE Ecologistics™ Park

(formerly FIEGE Faro)

Facades with
PV systems

Bird-friendly
glass

Geothermal energy



Rooftop solar plants

Recycled concrete |
CO₂-optimised steel

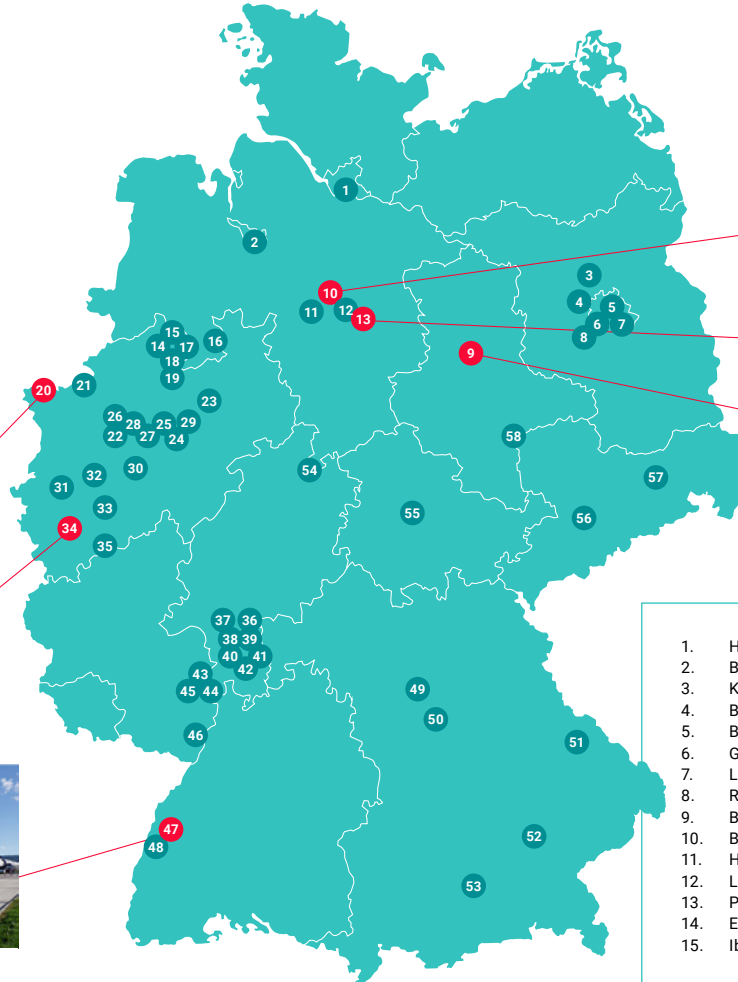
Green facades

ReUse bricks

Biodiversity

Sustainable construction – inclusion of the entire lifecycle

All of FIEGE’s green-field locations designed by its in-house Real Estate unit will be either DGNB or BREAM-certified. The DGNB system rates sustainability based on **three main criteria: environmental, economic and socio-cultural quality**, whereby all are weighted equally. The standard also takes a location’s quality into account as well as its technical and process-related quality to justify a comprehensive approach. The illustration to the right indicates which FIEGE locations are already DGNB-certified.



FIEGE Peine



FIEGE Burgwedel



FIEGE Barleben*

*Certification is planned



FIEGE Emmerich



FIEGE Zülpich



FIEGE Gengenbach

1. Hamburg	16. Melle	31. Neuss	45. Bellheim
2. Bremen	17. Lengerich	32. Mönchengladbach	46. Gengenbach
3. Kremmen	18. Greven	33. Cologne	47. Lahr
4. Brieselang	19. Muenster	34. Zülpich	48. Fürth
5. Berlin	20. Emmerich	35. Grafschaft	49. Roth
6. Großbeeren	21. Bocholt	36. Hanau	50. Konzell
7. Ludwigsfelde	22. Essen	37. Frankfurt	51. Marklkofen
8. Rangsdorf	23. Ahlen	38. Dreieich	52. Munich
9. Barleben	24. Unna	39. Eppertshausen	53. Lohfelden
10. Burgwedel	25. Dortmund	40. Dieburg	54. Apfelstädt
11. Hanover	26. Gladbeck	41. Breuberg	55. Chemnitz
12. Lehrte	27. Bochum	42. Otzberg	56. Dresden
13. Peine	28. Gelsenkirchen	43. Biblis	57. Halle
14. Emsdetten	29. Boenen	44. Buerstadt	
15. Ibbenbüren	30. Wuppertal	44. Worms	

Environmental protection

To protect our environment, we must ask the question:
What impact do our business activities have on

- **land,**
- **water,**
- **soil,**
- **flora and fauna?**

And how can we positively influence this impact?

Our Environmental Management System is an important tool in promoting and managing FIEGE's environmental sustainability. It pursues a structured approach in identifying, evaluating, minimising and tracking impacts on the environment. For this, we apply amongst others the international ISO 14001 standard.

First implementation of biodiversity concepts

Biodiversity concepts strive to preserve and enhance the variety and equilibrium of species within an ecosystem.

They contribute towards

- protecting existing species and preserving
- ecosystems
- creating habitats for new species and
- guaranteeing the sustainable use of natural resources.

Implementation of concepts in Münster & Zülpich

Targeted species:

- various bird species such as white storks, wagtails and tree sparrows
- different insects like beetles, red-tailed bumble bees and butterflies
- amphibians and reptiles like frogs and grass snakes

Action:

- recommended environmental measures
- creating insect-friendly green spaces
- establishing habitats on top of buildings and in surrounding areas
- building nature modules

These actions are geared to cater to a range of targeted species.

Further action:

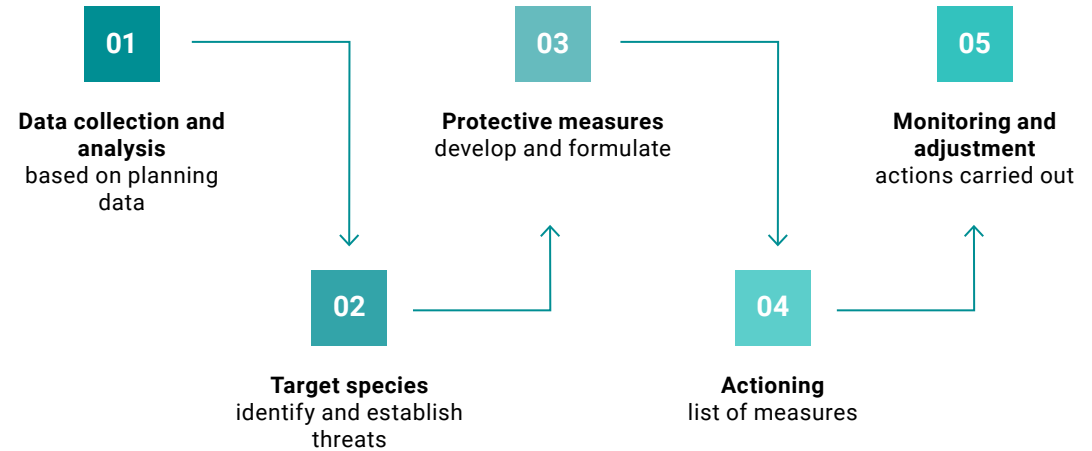
- Use of biosensitive glazing
- Use of biosensitive lighting

Implementation of pro-biodiverse action:

- *Timeframe*: implementation follows the breeding and nesting times of the animals.
- *Start date*: first measures will be actioned starting in Q1 2024 at the locations in Münster and Zülpich.

Long-term goal:

- Sponsoring and preserving biodiversity at all FIEGE locations



ESG policy

In recent years, we have been actively engaged in developing the Logix ESG policy for sustainable logistics properties. Logix' overarching objective is to enhance the reputation of logistics properties among market stakeholders, the public, municipalities and agencies for economic development.

→ [Link to the policy](#)



Outlook

- We are developing an *SBTi* reduction pathway and compiling a comprehensive list of organisation-wide actions to achieve our objectives.
- We will begin in 2024 by implementing our CO₂e reporting (internal and external) via a centralised dashboard containing all the relevant key figures to provide data both internally and externally.
- Where possible, we are introducing and implementing biodiversity concepts throughout the Group.

Focus topic

2.2 — Resource efficiency

Because nature keeps paying the price.



2.2 Resource efficiency

How do we use resources more sparingly?

We need to be more respectful and more frugal – for nature’s sake.

As a result, we promote the:

- use of recycled materials when buying new things
- re-use of existing resources

We analyse our consumption to identify potential savings.

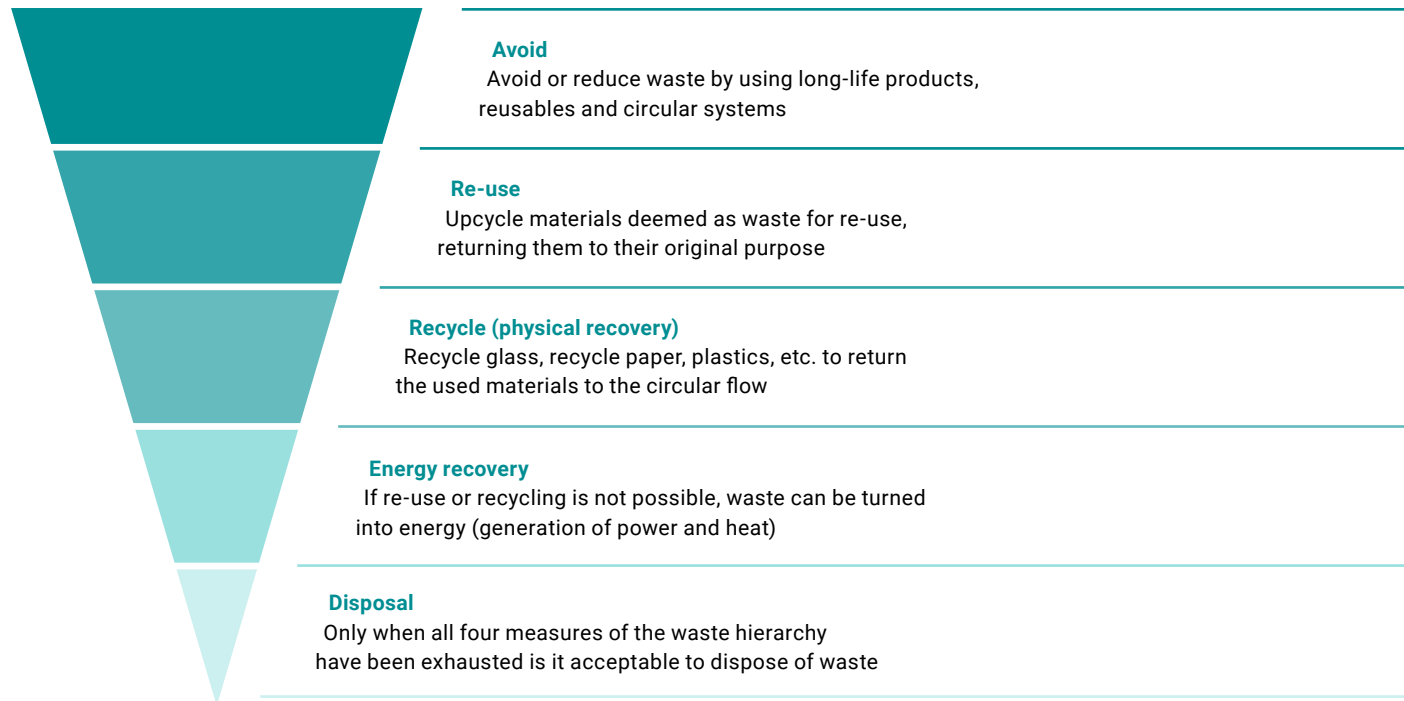
We refine our waste management processes to ensure continuous tracking of data, which is then made available across the entire FIEGE network. This enables us to issue specific targets, develop corresponding measures and monitor progress effectively.

Zero Waste Hierarchy

All processes are informed by the Zero Waste Hierarchy.

- We analyse consumption and identify potential savings by correlating waste volume per location with the Waste Catalogue Ordinance (AVV), considering factors such as volume, miss-sorting and sorting input.

Zero Waste Hierarchy



FIEGE WasteControl – four relevant steps to whip our waste into shape

1. Overall realignment with sustainability

The German Circular Economy Act and the Packaging Act both have a significant impact on our sustainability behaviour.

To address this, we organise upcycling and recycling campaigns, such as the Waste Control Challenge, with our employees. Upcycling existing resources reduces energy consumption and mitigates air and water pollution.

2. Optimising recycling of individual products and process flows

Sustainable management also enhances the company's reputation in line with the evolving trend whereby sustainability serves as a key purchasing criterion for many clients. We are therefore dedicated to analysing all upstream and downstream processes relating to our business activities to contribute to the circular economy.

3. Safe implementation and legally compliant disposal

Once we have exploited all our recycling options, or if materials have reached the end of their lifecycles, we their proper, eco-friendly disposal.

4. Ongoing tracking and legal documenting

In everything we do for our clients, we always guarantee full transparency of the material flows and recycling approaches in line with the latest requirements. Furthermore, we offer assistance in what are often complex legal specifications. This provides comprehensive legal certainty for our clients.

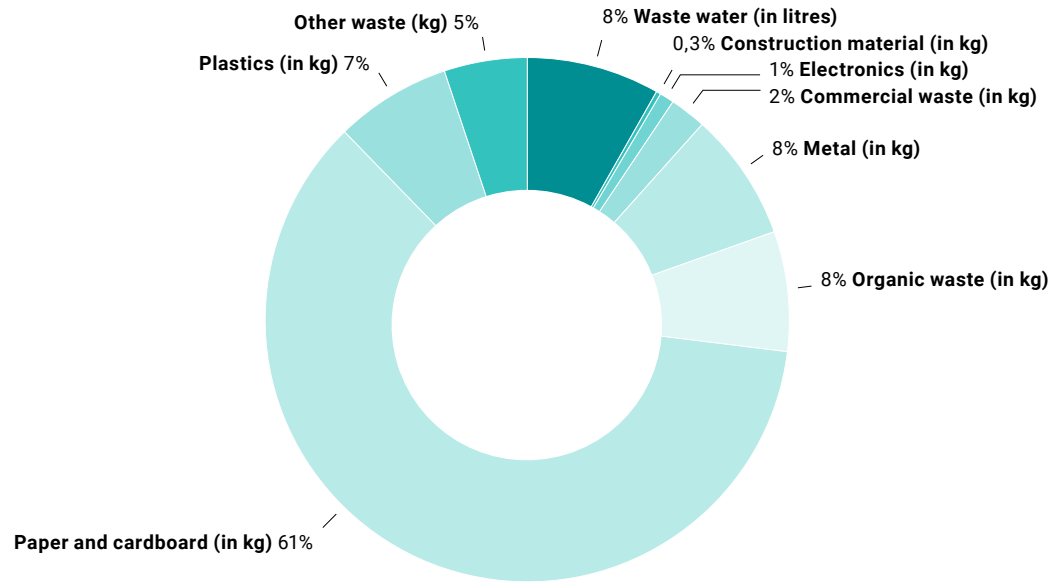


WaCo stands for Waste and Control, but we do not consider waste as something to be disposed of; instead, we see it as a valuable resource with potential for reuse within the material cycle. In this context, “Control” denotes the careful examination and management of both input and output processes.

Waste data (national and international) for the FIEGE Group

This year, we recorded our waste management data for the first time across the entire organisation. The data provide an overview of the volume of waste in the different categories and the proportion that is recycled.

	Recycled (in %)
Waste water (in litres)	100,00
Construction material (in kg)	95,89
Electronics (in kg)	0,35
Commercial waste (in kg)	96,00
Metal (in kg)	97,00
Organic waste (in kg)	68,24
Paper and cardboard (in kg)	86,61
Plastics (in kg)	50,34
Other waste (in kg)	58,37



Recycling rates and what they mean

Analysing our recycling rates **heightens our awareness of recycling practices and eco-friendly methods of disposal.** Improving the education of our colleagues, clients and service providers in the future will contribute to improving recycling behaviours and reducing the environmental impact across all processes.

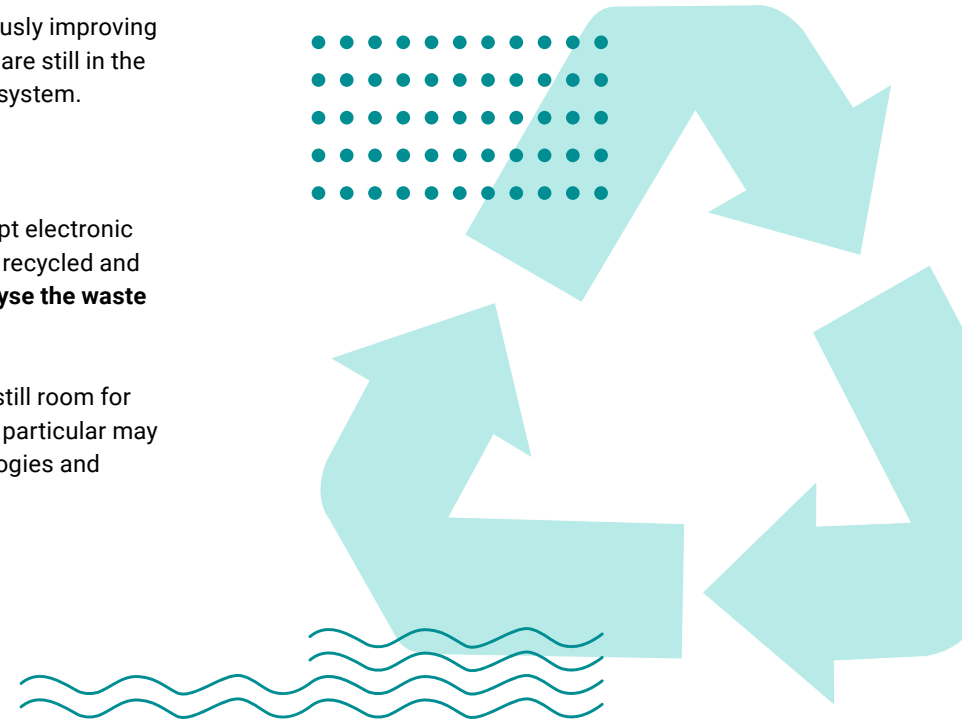
Our **recycling rates vary depending on the type of waste** we handle. While materials like metals and paper have high recovery rates, others such as electronic waste and plastics have lower rates. This discrepancy underscores the varying ease with which different materials can be recycled. Electronic waste, for instance, contains many valuable metals and hazardous substances, making recycling difficult. Similarly, plastics are not easily recycled and persist in the environment for a long time. The complete recycling of wastewater demonstrates the effectiveness of wastewater treatment. By reintroducing treated wastewater into the environment, we safeguard water resources and minimise environmental harm.

It is important to mention that we are continuously improving the quality and transparency of the data as we are still in the process of establishing a centralised tracking system.

What can we do?

We are planning to introduce schemes to accept electronic waste and ensure these materials are properly recycled and reused. Furthermore, we aim to **track and analyse the waste management flows more closely.**

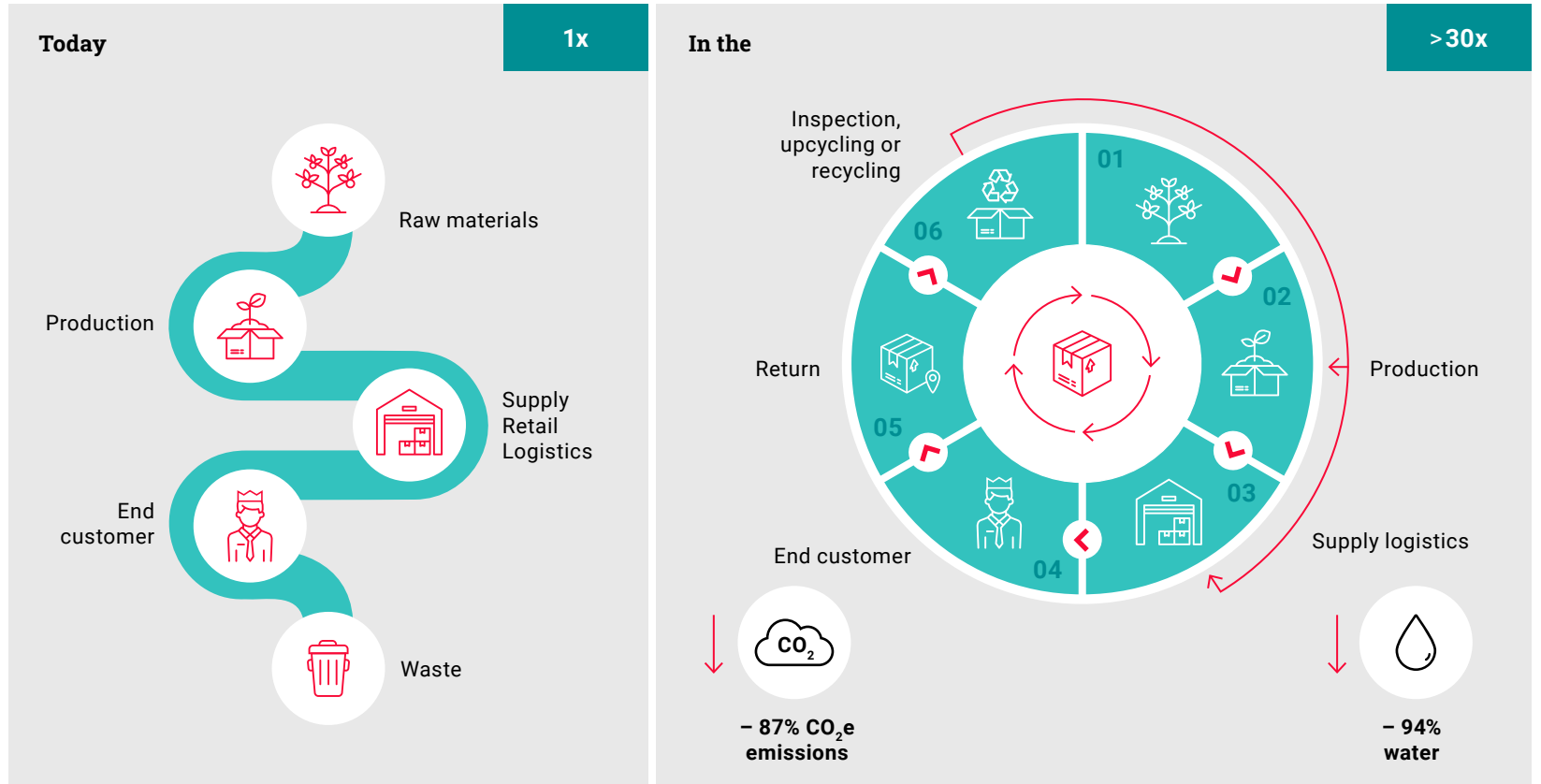
Despite higher recycling rates overall, there is still room for improvement. Plastics and electronic waste in particular may benefit from more advanced recycling technologies and infrastructure.



Sustainable packaging alternatives

The rise in packaging waste places a burden on our resources. Nevertheless, this challenge also comes with the opportunity for change, as the European Union’s Packaging and Packaging Waste Regulation has recognised.

The current linear process by which parcels are packaged and that packaging is then disposed of is inefficient and harmful. It results in large quantities of packaging waste and a high level of energy consumption. Over the past ten years, the **volume of packaging waste has risen** by almost **25%** and by 2030, a further rise of around 19% is forecast. **In 2021**, total waste packaging within the EU amounted to **84.3 million tonnes**. Without appropriate measures, emissions caused by waste are expected to rise to **2.6 billion tCO₂e by 2050**.



What to do?

There are many solutions on how to consume less resources.

- **Packaging machinery:** the use of modern cut-to-size packaging machines to reduce the consumption of materials and generation of waste
- **Opt-in for used cardboard when buying online:** offer customers the possibility to choose pre-used boxes for their deliveries, to lower the need for new packaging material
- **Alternative raw materials:** use of bio-degradable materials such as cornstarch for packaging

- **Recycling schemes:** launch of recycling and reuse schemes for packaging material
- **Minimalist design:** development of minimalist packaging design to reduce the use of material
- **Digital solutions:** use of digital technologies to lower the use of paper, e.g., digital invoices and receipts
- **Circular economy approach:** development of products and materials for use in a circular economy to promote recycling, reusing, repurposing



Another avenue for progress involves the introduction of sustainable, waste-reducing and reusable packaging solutions. In collaboration with a partner, FIEGE has pioneered an **innovative packaging** made from recycled plastic. This packaging is durable and can be conveniently flat-packed and re-used at least 30 times (see illustration above). A single multi-use packaging can therefore replace the need for 30 conventional packagings.

The procedure works like this: after receiving their delivery, end customers do not dispose of the **packaging**. Instead, they either **return** it or **deliver** it to central point of return located in high frequency areas like supermarkets.

The returned packaging is inspected, upcycled and reused, effectively curbing the need for new packaging production and the associated consumption of resources.

Compared with conventional packaging, this innovative approach allows for considerable quantities of CO₂ and water to be saved. A box like this reduces **86% CO₂e and 93% water**. The **project will start in early 2024** in collaboration with five retailers.

This transformative approach to creating a sustainable circular economy shows how we, through **joint efforts and innovative solutions**, can positively contribute to improved resource efficiency. We will never be able to avoid packaging completely. However, how we handle resources is something we can improve every day.



Sustainable packaging solutions: FIEGE relies on recycled plastic for strong, reusable packaging that can be flat-packed.

Outlook

- Introduction of a new centralised data collection system for waste which is processed through *WaCo*
- Introduction of sustainable packaging alternatives together with our clients
- Improvement of recycling rates across all waste categories

Field of action 3

Partners

We'll pass it on.
Through
collaborative
partnerships.

Focus topics

- 3.1 Sustainable corporate governance
- 3.2 Innovation and co-operation
- 3.3 Social responsibility



3 PARTNERS

3.1	3.2	3.3
Sustainable corporate governance	Innovation and co-operation	Social responsibility
We uphold our status as a robust company through the implementation of sustainable measures.	We foster enduring industry transformation through innovation and collaboration with our clients, suppliers, and peers.	By supporting regional projects in collaboration with municipalities and residents, we ensure the creation of a vibrant and secure living environment.

—————→

We greatly value responsible corporate governance.

Today, we already enact corporate social responsibility beyond what is legally required of us while at the same time taking into consideration the needs of our stakeholders.

Focus topic

3.1 — Sustainable corporate governance

Because a family business takes care of its team.



3.1 Sustainable corporate governance



The Büsing 8000, an articulated lorry showcasing FIEGE's original livery, built in 1951 and lovingly restored.

THANK
YOU

In 2023, we celebrated a special anniversary: **A family business 150 years in the making.** A milestone that we celebrated accordingly with numerous events.

We know that we did not write this story all by ourselves. A family business that has been around for one and a half centuries does not come into being alone. It takes an **extraordinary team and strong partners** by its side. This is even more the case when working in the service sector as we do. Clocking up 150 years in business is not just a sign of success, but also evidence of a sustainable mindset.

In the year of our anniversary, there is one thing we wanted to do above all else: **Give thanks!** Thanks to our clients and partners, some of whom have been with us for decades, and with whom we were able to grow so successfully. Naturally, a huge thank you goes to our employees who give us their best every day. Without them, FIEGE would not have become what it is today – **a genuine success story.**

The significance of our company anniversary is underscored by these remarkable figures: 44 events, spanning 134 locations, and involving 12,000 employees. That's the spirit.

We celebrated the trusted relationships with our partners and clients with a special programme. This included regional client events featuring inspiring speakers, engaging discussions and valuable networking opportunities.

Another highlight was the **creation of our new image clip**, "This is us", which beautifully portrays our journey thus far. We were even happier to learn that the video was also very well received amongst professionals. We are proud that This is us was nominated for two prestigious accolades: the 56th *Deutsche Wirtschaftsfilmpreis* from the Federal Ministry for Economic Affairs and Climate Action as well as the HR Excellence Award.



Corporate governance at FIEGE

Every day, we diligently strive toward achieving our long-term objective: passing on a robust company to the next generation. Our **Code of Conduct** guides us in our daily business operations. It signifies that our actions, both internally and in our interactions with **business partners** and other stakeholders, are responsible and compliant with applicable laws.

Our **Compliance Management System** is designed to prevent legal infringements and mitigate potential liability risks. It enables our Executive Board to swiftly and effectively address any suspicions that may arise, ensuring proactive resolution when needed.



The EU taxonomy works as a classification system for environmentally sustainable economic activities. Its goal is to guide funding towards sustainability, fostering transparency and encouraging long-term investments. As a pivotal instrument of the EU, it plays a significant role in **shaping a sustainable financial system**.

For the first time, the FIEGE Group will include the regulation's KPIs in the management report of the consolidated financial statement for the financial year 2025, as part of our compliance with the *CSRD*. Given their significance in legal reporting obligations, these key figures will be managed by Group Accounting at FIEGE, with support from Corporate Sustainability, Corporate Controlling and individual departments.

In our commitment to faithfully implement the extensive regulation, we have opted to conduct an initial **analysis of our taxonomy-eligible activities** for the year 2022 in accordance with the EU taxonomy. Transparency regarding the provision of information about our sustainable business activities is paramount to us.

The first step towards classification under the criteria of the EU taxonomy was to screen our business for economic activities that are potentially eligible and which comply with the EU taxonomy.

According to our analysis, we established **five economic activities that are considered taxonomy-eligible**. The most relevant of these are Freight Transport by Road (Index 6.6), Construction of New Buildings (7.1) and Acquisition and Ownership of Buildings (7.7). With projects like the construction of the sustainable FIEGE Ecologistics™ Park (FEP), our sustainability turnover, operating expenses and investments will continue to increase.

The EU taxonomy for sustainable activities is a classification system which helps companies to identify and promote environmentally sustainable economic activities.

First voluntary implementation of the EU taxonomy

Reference framework

- Classification system for sustainable versus non-sustainable business activities
- Definition of six environmental goals

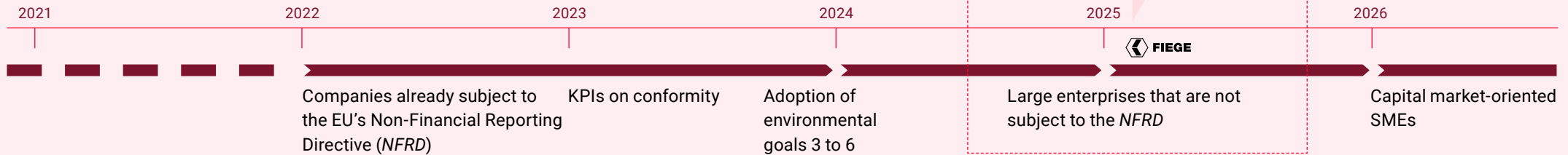
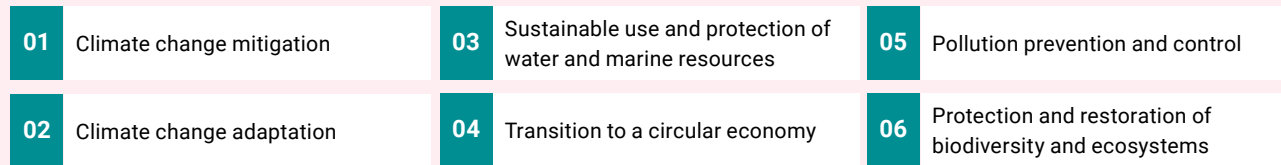
Reporting content

- Identification of taxonomy-eligible and taxonomy-compliant turnover, investments and expenditure

Publication, format and review

- Scope: consolidated accounts *FLHS* (Fiege Logistik Holding Stiftung & Co. KG)
- Limited assurance
- In keeping with *CSRD* requirements
 - in the management report
 - Q1 after the end of the financial year

The six environmental goals

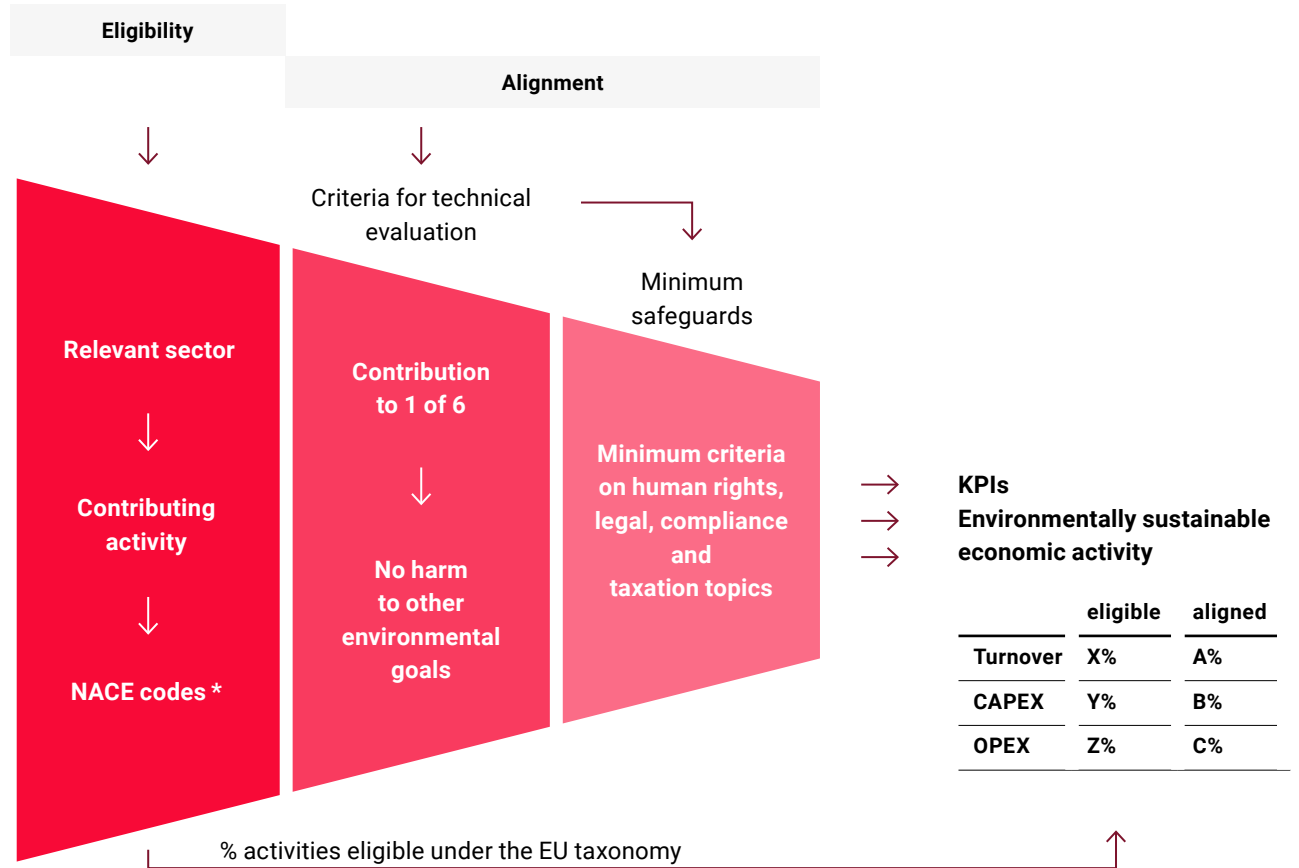


EU taxonomy

An analysis of FIEGE’s specific business activities based on the criteria outlined in the regulation leads to the KPIs to be accounted for.

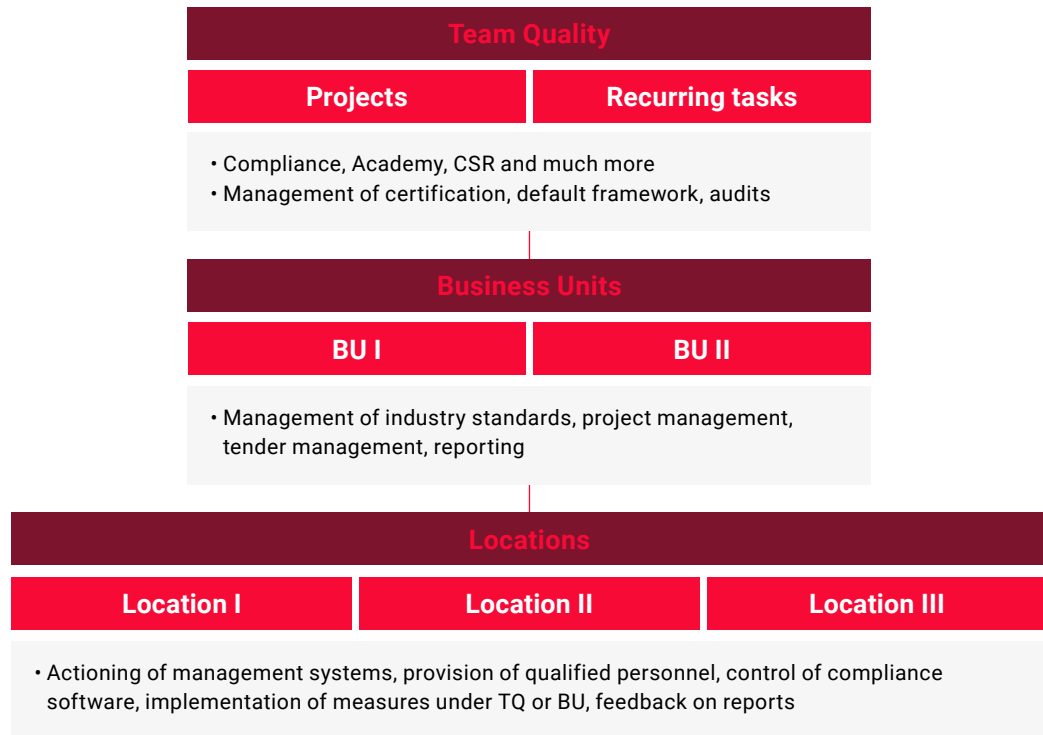
A	Transportation
B	Contract logistics
C	Real estate properties
D	Property development projects
E	Power generation using solar systems
F	...

*NACE codes (*Nomenclature des Activités Économiques dans la Communauté Européenne*) = list of economic activities. The Statistical Classification of Economic Activities in the European Community, or NACE, is the industry standard classification system used in the European Union. It serves to standardise how economic data are recorded and analysed within the European Union (example: NACE H49.4.1 = Freight Transport by Road).



Quality Management at FIEGE

The centralised Quality Team at FIEGE supports our business units at the various locations. It coordinates collaboration with certification companies, provides templates for Matrix certifications, offers advice on bids for tender and new projects, and conducts internal audits, including following up on related measures.



Quality Management – strategic priorities 2023

1. Digitalisation

- Implementation of web-based systems to optimise and manage internal audits more efficiently
- Integration of all locations in a coordinated and sustainable roll-out of measures

2. Recertification

- Coordinate with certification companies and track spot checks at locations throughout the recertification process
- Oversight of entire process and point of contact for new auditors
- Implementation of cross-location framework requirements

3. Projects

- Assistance with putting the requirements into practice under the Supply Chain Act (*LkSG*)
- Inclusion in FIEGE-wide projects focusing on quality requirements
- Development of a framework for the FIEGE Academy for Required Training and ongoing implementation of Compliance Management at our locations
- Matrix certification of the FIEGE Group for quality management (ISO 9001:2015), environmental management (ISO 14001:2015) and energy management (ISO 50001:2011)

What does matrix certification mean for us?

- Guarantees a standardised approach that ensures the quality of our work
- Is in the interest of our clients
- Promotes sustainable practices that benefit the environment, such as conserving energy sources
- Enables comparability and the application of policies in accordance with international ISO standards

A matrix certification contributes to sustained risk mitigation within the FIEGE Group. Regular Compliance meetings with colleagues from Internal Auditing and Legal permits the early identification of potentially critical issues that can then be tackled and solved jointly with the heads of the business units.

In addition to the recertification of the Matrix Management systems, other, in part customer-specific, certifications were also successfully audited:

- IFS Logistics
- BRC Storage & Distribution
- ISO 22000:2005 (Food Safety)
- GDP, ISO 27001 (Information Security Management System (ISMS))
- ISO 13485:2016 (Pharma)
- VDA 6.2. (Automotive)
- SMETA (Ethics)
- SA8000 (Social Accountability 8000)
- BIO, EfB (specialist waste management facilities)
- GMP (Good Manufacturing Practice)
- ISO 45001 (Occupational Health and Safety Management System)

Outlook

- For the first time, we are implementing a standardised **procurement policy** across the Group. This initiative aims to consolidate efforts for improved supplier management and, consequently, to support the implementation of our sustainability strategy.

In addition to general process updates, the policy will incorporate enhancements to sustainability aspects. This may involve including data on greenhouse gas emissions throughout a product's lifecycle, assessing the recyclability of products and materials, and determining the proportion of recycled materials in a product.

- Starting in 2024, we will introduce a **Supplier Code of Conduct**. It will outline our expectations in relation to the implementation of ethical, social and environmental standards, supply chain management and complaints procedures.

- We will repeat the **EU taxonomy analysis**, this time by submitting to a voluntary audit carried out by an auditor. Furthermore, FIEGE will perform a FIT Gap Analysis in 2024 in preparation for its reporting obligations in line with the *CSRD* starting in 2026 for the 2025 financial year.

- Our objective is to **optimise business unit structures** to the point of improving our management system, while taking the individual requirements of the business units into consideration. Continuing with the roll-out of Eticor compliance solutions (formerly GEORG Compliance Software) will remain a strong focus and, with an eye to the future, is a declared goal for the whole FIEGE Group. As part of this, we will optimise the efficiency of our audit processes, improve data integrity, and meet compliance requirements.

Focus topic

3.2 — Innovation and co-operation

Because we constantly revolutionise our sector.



3.2 Innovation and co-operation



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

Innovation and co-operation

Innovation is one of our five strategic pillars and plays an important role in

- securing our **competitiveness**,
- backing **long-term economic growth**
- and creating **new jobs**.

To achieve this, we cooperate with our value-chain stakeholders in sustainably revolutionising not only ourselves, but the entire sector.

Logivisor Award 2023: FIEGE distinguished as a logistics service provider of the future

FIEGE received the **Logivisor Award**. Initiated in 2019, the prize honours companies for especially innovative logistics solutions. Our carrier claims services convinced a jury comprised of experts from within the logistics industry.

Through our **Carrier Claims Management** service, we expedite the resolution of claims in the courier, express and parcel shipment (CEP) segment. This system helps eCommerce professionals deal with an issue that is becoming increasingly challenging for the sector. Thanks to our system-based solution, we can now address complaints more efficiently, **reducing** the need for **time-consuming research** and **lengthy communication** with supply chain **parties**, thereby conserving valuable resources.

Reinventing Logistics

FIEGE Ventures and its partners offer dedicated support from idea generation to strategic partnerships.

Logistics markets are constantly changing and innovation is an essential part of our DNA. Over the past few years, we have therefore developed outstanding tools to support LogTech founders and their teams throughout the entire lifecycle of start-ups. What connects our company builder XPRESS, the VC fund F-LOG Ventures and our strategic investments? The outstanding expertise and network in the logistics sector are key factors.

Strategic venture investments: As a strategic partner and investor, FIEGE supports young companies in strengthening their market presence.

XPRESS Ventures: Our company builder helps founders to take their first steps and establish an outstanding company.

F-LOG Ventures: As an independent early-stage LogTech investor, F-LOG Ventures is FIEGE's preferred partner when it comes to supporting start-ups with growth financing.



F-LOG Ventures (venture capital fund started by FIEGE)

We invest in **technology-driven LogTech start-ups** whose aim is to revolutionise the flow and processing of goods, and the flow of funds and information. We focus on start-ups addressing globally relevant challenges within logistics, supply chain management or any business models of relevance to those topics.

One such company in the **F-LOG** portfolio is **retraced GmbH**, a leading platform for sustainable and transparent supply chain management in the fashion and textiles industry. Retraced has an innovative solution that lets clients achieve **greater transparency within their supply chain** while at the same time meeting their legal obligations under regulations like Germany's Supply Chain Act, the anti-waste law for a circular economy (AGEC) in France or the Uyghur Forced Labor Prevention Act (UFLPA) in the USA.

Our investment in retraced is not solely aimed at achieving business success; it also seeks to have a positive impact on the environment and society.

Automation processes

At FIEGE, we employ modular automation solutions to precisely meet our clients' requirements while also assisting our colleagues in their daily work routines. Additionally, we take a predictive risk approach to address the ongoing shortage of skilled professionals.

→ Autostore

Autostore is an innovative and automated storage and order picking system based on a grid of stacked bins that are moved by robots. The system offers many advantages for FIEGE



and our clients, including **more efficient order processing**, increased warehouse capacity and improved cost efficiency.

Moreover, it reduces waste by requiring less packaging materials during restocking. Additionally, our electricity consumption is reduced because robots require neither light nor heat.

→ Packaging machine

A packaging machine is an automated system which **custom-fits products into their packaging** and seals them securely. The flexibility of these machines enables us to meet a variety of customer requirements and packaging formats.

Using custom-fit cardboard boxes reduces resource consumption and eliminates almost entirely the need for filler materials. We screen potential new clients to determine if the direct integration of these machines into their processes is both feasible and advantageous.

Through the implementation of this sustainable solution, we are already seeing promising results. As a testament to its success, the project, which commenced with a pilot in Q2 2023, has since been expanded further.



Artificial Intelligence

What is the role of artificial intelligence and the data culture required for sustainable business transformation?

Increasing regulatory requirements, such as CSRD, require us to collect and disclose more and more data. This creates complexity that can be managed and controlled with the help of AI applications. Especially if we want to analyze the data in a profitable way to look ahead and make the right decisions for the future.

“As an engineer and AI expert, it is incredibly exciting for me to shape logistics with help from AI technology, for it to become even more intelligent and sustainable.”

Kenza Ait Si Abbou

Outlook

- Additional **sustainability analyses** on packaging machinery
- We are planning to **install additional packaging machines** at our locations by calculating the corresponding added value for our client's business
- For the future, we are planning to **focus our investments on start-ups** that integrate ESG components

Focus topic

3.3 — Social responsibility

Because
we want
to give
back.



3.3 Social responsibility

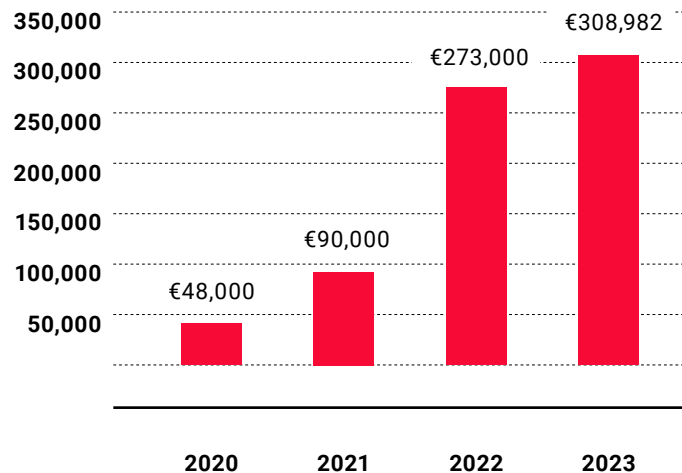
Because we want to give back.

To us, social responsibility means working with municipalities, residents, initiatives, and associations to ensure that our business activities contribute to creating a **safe and liveable environment in our region**.

Our own foundation, the **Josef Fiege Stiftung**, shares this commitment by supporting selected regional projects. Additionally, donating is a significant aspect of our ethos. Business units, branches, locations, and also colleagues have collectively contributed a substantial sum throughout the year. Managed centrally, our **donation** programme allocates these funds to various **social, environmental, children and youth-related initiatives**, reflecting the diverse causes our colleagues are passionate about.

For the entire period under review, we recorded a **rise in the total of donations**. The quality and transparency of data have improved continuously over the past years. This is due to the expansion of centralised data collection.

Total in donations (2020 – 2023)



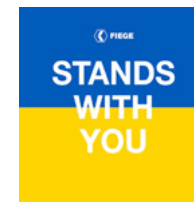
Extraordinary donations in

2022:

€60,000 Ukraine

2023:

€30,000 earthquake in Syria/ Turkey,
< €40,000 for transportation into Ukraine



Josef Fiege Stiftung

The corporate responsibility of a family business

Since 1998, we have funded charitable organisations as part of our corporate social responsibility. As a family-owned business, we recognise our **duty to support children and adolescents**, especially those who lack privileges and equal opportunities. Our focus remains on projects that highlight **environmental, natural, and societal** concerns.



The objectives of the Josef Fiege Stiftung

<p>→ ✓</p> <p>We encourage personal commitment</p>	<p>→ ✓</p> <p>We support our region</p>	<p>→ ✓</p> <p>We focus on sustainability</p>	<p>→ ✓</p> <p>We assume responsibility</p>
<p>Supporting causes championed by our employees is of special importance to us.</p>	<p>We prioritise regional projects which we support recurrently or as a long-term partner.</p>	<p>We prioritize providing sustained funding for the selected projects through our activities.</p>	<p>As a family business, we aim to live up to our corporate social responsibility.</p>

Volunteer Award 2023

Many colleagues at FIEGE generously dedicate their personal time to various good causes. To acknowledge and encourage this commitment, the company's own foundation, the Josef Fiege Stiftung, awarded the FIEGE Volunteer Award for the fourth consecutive time in December 2023.

We encourage our employees' volunteering efforts by offering attractive monetary prizes for their project proposals and initiatives. A total of five winners are selected, with four receiving €500 each, and one receiving €1,000 to further support their volunteering cause.

Initiatives supported by the winners of the Volunteer Award 2023

Project	Info	Motivation
<p>Nimo Foundation e. V. – Hilfsorganisation in Krisengebieten</p>	<p>Nimo Foundation e. V. provides aid and resources to poverty-stricken families living in crisis regions like Afghanistan, Syria and Somaliland. Current project: Building a school and training centre on land allocated by the Somaliland government. Regular appeals for donations are made through social networks to support families living in these crisis-stricken areas.</p>	<p>"As children of parents forced to flee, we wish to give back and support families living in poverty." Mustafa A.-A.</p>

Project	Info	Motivation
<p>Bunter Kreis Münsterland e. V. – aftercare for families living with severely ill children</p>	<p>Bunter Kreis Münsterland e. V. provides aftercare for families with chronically or severely ill children as well as those born prematurely or at high risk. The project involves assisting with public relations and coordinating the planning and follow-up of events.</p>	<p>“My fiancée has been volunteering at Bunter Kreis for over ten years and invited me to join her for an evening with the families of sick children. It was an eye-opening experience to witness the camaraderie among them and to see the children engage in play, laughter, drawing and crafting together. This evening showed me how grateful the parents are for the help provided by the Bunter Kreis.” Robert R.</p>
<p>Grevenbroicher Helfer mit Herz e. V. – Fluthilfe Ahrtal <i>“The winning winner”</i></p>	<p>Providing flood relief for the Ahr Valley as well as practical assistance in Ukraine and Slovenia. They not only provided hands-on helpers but also emotional support.</p>	<p>“For us in our happy world, it was impossible to imagine how people living in the flooded area were feeling. Such unimaginable suffering.” Franziska K.</p>
<p>THW-Ortsverband Geldern</p>	<p>Hands-on participation in various relief operations such as during the floods in Magdeburg in 2013 or the floods in the Ahr Valley. Profits are invested in incentives for the helpers. For example, excursions.</p>	<p>“Those working at the THW sacrifice a lot of their free time, constantly undergoing intensive training only to be called out once or twice a year. It is always challenging to motivate our helpers to keep their skills up-to-date.” Klaus L.</p>

Projekt	Info	Motivation
<p>TREFFPUNKT Central Meeting Point) (DSFJEMK – German foundation for young people with cancer) – support group for sufferers</p>	<p>In 2017, the support group for young adults diagnosed with cancer was founded in the Heidelberg region in collaboration with Deutsche Stiftung für junge Erwachsene mit Krebs (DSFJEMK) and young victims. Today, it is managed by volunteers. The facility is a place for mutual support and organises shared activities as well as an information event, Young With Cancer.</p>	<p>“My cancer diagnosis in 2020 moved me to seek out other people affected. That’s how I ended up at the support group in Heidelberg. Treffpunkt helped me to get through the hardest time in my life. Now I am happy if I can actively support others.” Alena S.</p>



Airlift to Turkey

SunExpress, DPD, FIEGE, time:matters and Lufthansa Cargo jointly organised an airlift to Turkey. Private individuals could drop off their care packages throughout Germany at any DPD parcel pick-up or drop-off point.

The idea hatched by these leading transportation and logistics companies was to tap synergies and to help without the red tape. It was teamwork that paid off.

Over 1,000 tonnes of relief aid were flown into the crisis region under the Together We Help initiative.

Field of action 3

Additional relevant topics

Digital ethics

At the heart of our Corporate Security lies the guarantee of **safety for all employees**. We continuously implement, review and improve process flows and structures in order to standardise security measures and create a lasting security culture.

The goal? To co-ordinate overarching security topics across the company without interfering with ongoing business activities.

We achieve this by implementing specific measures in the following areas:

- **IT-Security:** measures to safeguard IT systems and networks from the disclosure, theft or corruption of data
- **Security:** measures to safeguard people and property against attacks and malicious intentions

Supply chain transparency

Since early 2023, the FIEGE Group has been steadfast in its rollout of the Supply Chain Act (*LkSG*). An interdisciplinary team of senior executives forms the **strategic decision-making committee**. After the successful implementation of the *LkSG* by the end of 2023, the committee transitioned into a risk committee comprising experts from various departments including Procurement, Sustainability, Risk Management, Legal, Internal Accounting, Audit and Compliance.

This approach provides us with a comprehensive understanding of risk management and mitigation across all aspects of supply chain oversight. Experts from Quality and People & Culture support the system and are closely involved in the **internal risk analysis to proactively identify and address potential risks**.

We are also conducting an external risk analysis for Procurement to enhance the security of our supply chain and ensure compliance with the requirements of the *LkSG*. **Innovative solutions such as AI-based software are already being used.**

Code of Conduct

To ensure that our suppliers also meet the highest standards in ethics, sustainability and compliance – as required under the *LkSG* – our Code of Conduct and Supplier Code of Conduct have undergone a **thorough review**.

These integrated measures and the use of cutting-edge technologies allow us to identify, evaluate and manage risks to **guarantee the stability and sustainability** of our organisation and our supply chains as well as our long-term success.

Reliable Partnerships

Our goal is to establish transparency as a fundamental value within our partnerships. We want to give clients, partners and all stakeholders a clear insight into our sustainable actions.

Through **open communication and transparent processes**, we want to strengthen trust and create a solid base for long-lasting relationships. Flexibility and transparency are interlinked, serving to address not only present needs but also anticipate future requirements for all stakeholders. At the core of our efforts lies our collective goal: to encourage sustained changes to the supply chain and exert a beneficial impact on both society and the environment.

This sustainability report reflects that ethos: transparent and candid communication, while also extending an invitation to our stakeholders and partners **to join us in continual improvent, day by day.**

We live up to our responsibilities every day and work towards taking FIEGE into a climate-neutral, sustainable and financially stable future.

To the next 150 years.

Sustainability details at a glance

Sustainability at a Glance – Planet: Climate change mitigation

Scope	Category	Emissions [tCO ₂ e]
1	Scope 1	29,612
1	Heat	14,957
1	Diesel	14,655
2	Scope 2	11,098
2	Electricity	11,098
3	Scope 3	295,602
3.2	Capital goods	18,482
3.3	Fuel and energy-related emissions	7,163
3.4	Purchased transportation services	238,575
3.5	Waste	870
3.6	Business travel	1,499
3.7	Employee commuting	29,013
Total		336,312

GRI content index

Through this sustainability report, we are **publishing non-financial information about our business activities**, acknowledging the growing importance of environmental, economic, and social sustainability for companies.

We are disclosing information on how we handle material sustainability topics, taking stock of the progress made throughout the reporting year, and explaining the impacts associated with our business activities.

This report was **informed by GRI Standards**.

The report is laid out so that it covers indicators for a period of three years. At certain points, however, this is not possible due to a lack of data.

Statement of use	FIEGE Logistik Stiftung & Co. KG has reported on the information named under the GRI Content Index for the time period between 1 January 2023 and 31 December 2023 as informed by the GRI Standards.
GRI 1 refers to	GRI 1: Foundation 2021

Table 1 of 7

GRI STANDARD	DISCLOSURES	COMMENT	PAGE REFERENCE
GRI 2: General Disclosures 2021	2-1 Organisational details	Fiege Logistik Holding Stiftung & Co. KG, Joan-Joseph-Fiege-Straße 1, 48268 Greven, Germany Countries where FIEGE operates: Germany, Poland, Italy, Switzerland, Belgium, Netherlands, Czech Republic, Austria, China, Ukraine, Hungary, Singapore, Slovakia, Turkey	


GRI content index

Table 2 of 7

GRI STANDARD	DISCLOSURES	COMMENT	PAGE REFERENCE	SDG
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	01 January 2023 – 31 December 2023		
	2-4 Restatements of information	Any changes to data have been highlighted accordingly.		
	2-5 External assurance	This sustainability report will not undergo any external assurance this year. This is planned for the coming years.		
	2-6 Activities, value chain and other business relationships	Logistics company; our portfolio comprises the following areas: Logistics, Digital Services, Real Estate and Ventures	See Company Profile (p. 4) FIEGE's Approach to Corporate Sustainability (p. 6)	
	2-7 Employees		See Company Profile (p. 4), FIEGE's Approach to Corporate Sustainability (p. 6) as well as Working Conditions (p. 23)	
	2-8 Workers who are not employees		See Working Conditions (p. 23)	
	2-9 Governance structure and composition		See Responsibilities (p. 10)	
	2-12 Role of the highest governing body in overseeing the management of impacts		See Responsibilities (p. 10)	







GRI content index

Table 3 of 7

GRI STANDARD	DISCLOSURES	COMMENT	PAGE REFERENCE	SDG
GRI 2: General Disclosures 2021	2-14 Role of the highest governing body in sustainability reporting		See Responsibilities (p. 10)	
	2-22 Statement on sustainable development strategy		See Our Sustainability Strategy (p. 8)	
	2-23 Policy commitments		See Sustainable Corporate Governance (p. 81)	
	2-27 Compliance with laws and regulations		See Sustainable Corporate Governance (p. 81)	
	2-29 Approach to stakeholder engagement		See Our Sustainability Strategy (p. 8)	







GRI content index

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GRI STANDARD	DISCLOSURES	COMMENT	PAGE REFERENCE	SDG
GRI 3: Material Topics 2021	3-1 Process to determine material topics		See Our Sustainability Strategy (p. 8)	
	3-2 List of material topics		See Our Sustainability Strategy (p. 8)	
	3-3 Management of material topics		See Our Sustainability Strategy (p. 8)	
GRI 207: Tax 2019	207-2 Tax governance, control, and risk management		See Sustainable Corporate Governance (p. 81)	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation		See Climate Action and Environmental Protection (p. 47)	
	302-2 Energy consumption outside of the organisation		See Climate Action and Environmental Protection (p. 47)	
	302-3 Energy intensity		See Climate Action and Environmental Protection (p. 47)	
	302-4 Reduction of energy consumption		See Climate Action and Environmental Protection (p. 47)	
	302-5 Reductions in energy requirements of products and services		See Climate Action and Environmental Protection (p. 47)	






GRI content index

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GRI STANDARD	DISCLOSURES	COMMENT	PAGE REFERENCE	SDG
GRI 304: Biodiversity	304-3 Habitats protected or restored		See Climate Action and Environmental Protection (p. 47)	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions		See Climate Action and Environmental Protection (p. 47)	
	305-2 Energy indirect (Scope 2) GHG emissions		See Climate Action and Environmental Protection (p. 47)	
	305-3 Other indirect (Scope 3) GHG emissions		See Climate Action and Environmental Protection (p. 47)	
	305-4 GHG emissions intensity		See Climate Action and Environmental Protection (p. 47)	
	305-5 Reduction of GHG emissions		See Climate Action and Environmental Protection (p. 47)	




GRI content index

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GRI STANDARD	DISCLOSURES	COMMENT	PAGE REFERENCE	SDG
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		See Resource Efficiency (p. 70)	
	306-2 Management of significant waste-related impacts		See Resource Efficiency (p. 70)	
	306-3 Waste generated		See Resource Efficiency (p. 70)	
	306-4 Waste diverted from disposal		See Resource Efficiency (p. 70)	
	306-5 Waste directed to disposal		See Resource Efficiency (p. 70)	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover		See Working Conditions (p. 23)	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system		See Occupational Health and Safety (p. 43)	
	403-2 Hazard identification, risk assessment, and incident investigation		See Occupational Health and Safety (p. 43)	

GRI content index

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GRI STANDARD	DISCLOSURES	COMMENT	PAGE REFERENCE	SDG
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee		See Training and Development (p. 29)	
	404-2 Programmes for upgrading employee skills and transition assistance programmes		See Training and Development (p. 29)	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees		See Working Conditions (p. 23) and Diversity and Inclusion (p. 39)	
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes		See Social Engagement (p. 96)	

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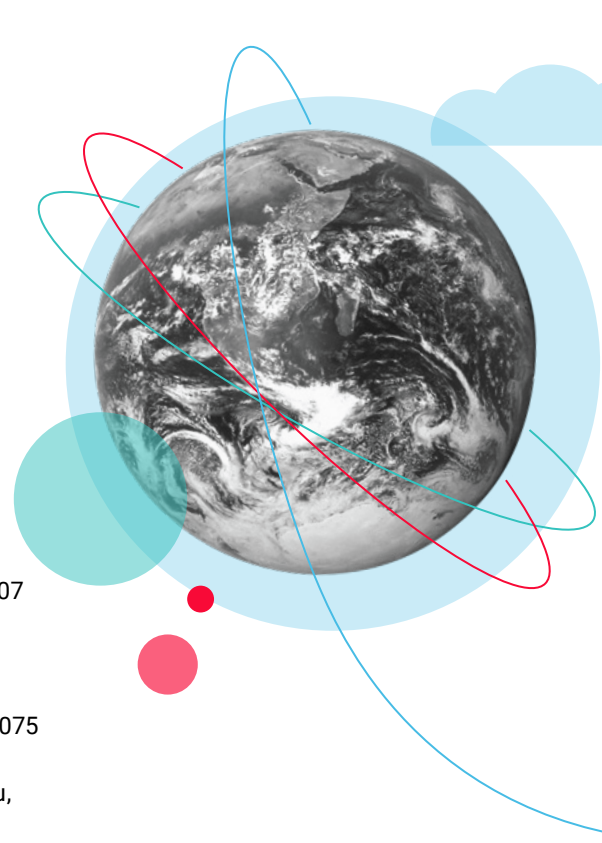
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“Once you
have traveled,
the voyage
never ends.”

Pat Conroy

