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Global Logistics



SUSTAINABILITY REPORT

GEIS GROUP

> 2021

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The
SUSTAINABILITY
Code
Signatory 2021



The sustainability report was created in accordance with the German Sustainability Code.
The DNK declaration 2021 is available on the homepage <https://www.deutscher-nachhaltigkeitskodex.de/>.

The statement was written according to the following reporting standards: GRI SRS

Additional report content: National Action Plan on Business and Human Rights in Criterion 17 – Human Rights.



”

Environmental and climate protection are fundamental goals for Geis, in order to secure the company's success in the long term.

Hans-Georg Geis, Hans-Wolfgang Geis, Jochen Geis and Wolfgang Geis (from left)

FOREWORD BY THE MANAGING PARTNERS

The increasing global environmental, social and commercial challenges more than ever call for the reconciliation of ecology, social and economy responsibility. As an internationally-active logistics company, we also bear a great deal of responsibility. Responsible and sustainable development has always been a maxim of the Geis family.

We understand this above all as a continuous process of improvement and efficiency enhancement – with the aim of constantly developing our products and services further, reducing the consumption of

natural resources and expanding our trusted collaboration with employees, customers and partners.

In this Sustainability Report we show what Geis's sustainability priorities are and what we had achieved by the end of 2021. We are aware that sustainable action requires us to constantly review our achievements and make further efforts. We are happy to meet this challenge!

Yours,
The Geis Family

HIGHLIGHTS 2021



GENERAL INFORMATION

Founded in 1945 with its headquarters in Bad Neustadt a. d. Saale, the Geis Group is now present at the economic hubs with 6,430 employees at 122 of its own network and logistics locations and an international partner and cooperation network.

As an owner-managed company, Geis masters the complete range of logistics services: from classic truck transport, global air and sea freight to complex logistics services. Geis offers its customers comprehensive logistics and transport solutions in Germany and throughout Europe, working together with efficient partners and cooperations. The focus is on certified quality and firmly defined performance standards. The Geis Group pursues the goal of achieving steady and healthy growth with appropriate earnings.

The Geis Group pursues the goal of achieving steady and healthy growth with appropriate earnings. Geis has been among "Bavaria's Best 50" multiple times and was awarded the Bavarian Quality Prize. According to a recent publication by the Fraunhofer Insti-

tute, Geis is one of the top 25 logistics companies in Germany.

The family-owned company continuously invests in growing markets, implements innovative solutions for its customers and constantly expands its services. Through innovation and digitalisation as well as the use of modern technology, Geis meets complex requirements and ensures the highest quality.

The Geis Group, with all its subsidiaries at all locations and countries, acts as a family-run company according to a business policy with integrity. It is essential to Geis to respect the different cultures as well as the dignity and rights of people in all countries and to take responsibility for society and its standards as an international logistics service provider.

In doing so, it acts in accordance with ethical and legal principles based on the United Nations Universal Declaration of Human Rights and ensures compliance with internationally recognised labour and environmental standards.

OUR BUSINESS FIELDS AND SERVICES



Road Services

Forwarding agent for Europe: Whether general cargo, partial or complete loads, Geis offers the perfect transport solutions for your distribution and procurement logistics.



Air + Sea Services

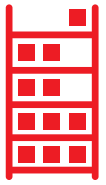
Logistics service provider for air and sea freight: Geis handles international transports all over the world. With a global network and local advice.



Logistics Services

Tailor-made contract logistics: Geis creates innovative and individual solutions – from individual production logistics to complete distribution centres.

STRONG AND DYNAMIC: GEIS IN NUMBERS



192,000 m²
of handling area



approx. 2,833 trucks/day
(415 own trucks)

840,000 m²
of logistics area



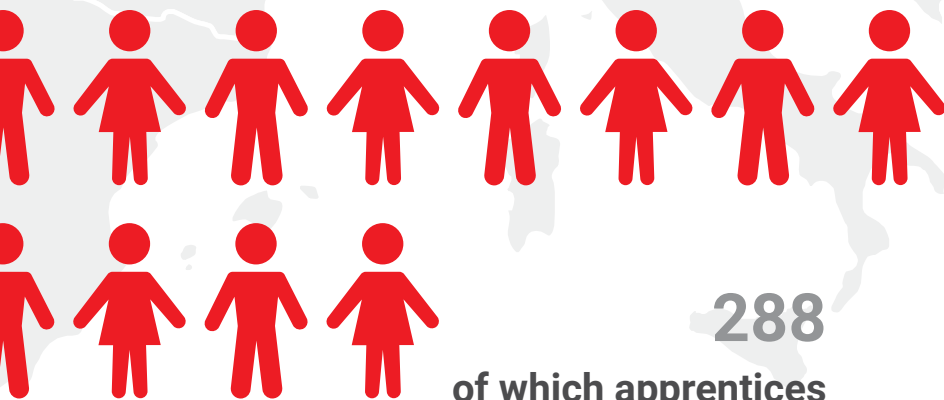
122
sites in Europe



7.1 Mio. t
of transported tonnage



12.1 Mio.
transport orders



6,430
employees

288
of which apprentices

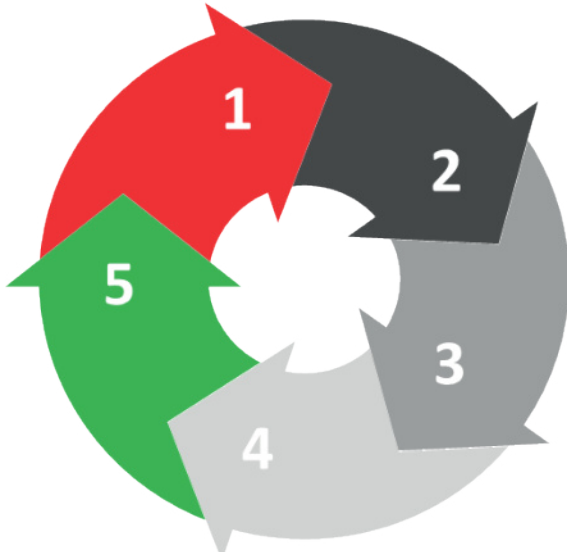


① STRATEGIC ANALYSIS AND ACTION

Sustainability is an integral part of the
corporate strategy.

OUR STRATEGY

The Geis Group's sustainability strategy is built on five pillars:



As an internationally active logistics company, the Geis Group bears great responsibility for its actions and the impact those have on its environment. Entrepreneurial action and the orientation towards sustainable development have always been a maxim of the Geis family of entrepreneurs. The Geis family has overall responsibility for the sustainability strategy and has declared the topic of sustainability to be an integral part of the corporate strategy as of the reporting year.

Sustainable value orientation as regards customer satisfaction, quality, professionalism, earning power, environmental awareness and integrity are the cornerstone for the development of the Geis Group. The family-owned company designs its processes in an environmentally friendly manner and works continuously to improve its energy-related performance and environmental balance.

Being aware that economic goals can only be achieved in the long term through extremely careful handling of the environment, the ecologically use of raw materials has always been an important part of the Geis Group's corporate policy. Geis now intends to meet the challenges of the coming years with a holistic and restructured sustainability strategy and ambitious goals.

1

RECONCILING ECOLOGICAL, SOCIAL AND ECONOMIC CONCERNS

The aim is to reconcile economic performance, social commitment and responsibility for the environment.

2

CREATING ADDED VALUE AND REDUCING CO₂

The Geis Group creates more value for its customers as well as for its company – and reduces its ecological footprint at the same time. This idea is at the heart of the sustainability strategy and the associated ambitious goals.

3

PROMOTING INNOVATION AND IMPLEMENTING THEM DIGITALLY

Innovations and creating more value with fewer resources are essential factors when it comes to doing business sustainably. Geis views digitalisation in particular as an essential element in making processes more efficient and thus saving resources.

4

ORIENTATION TOWARDS THE GOALS OF THE GERMAN FEDERAL GOVERNMENT, THE EU, AND THE PARIS AGREEMENT

The Geis Group is also guided by governmental and supranational objectives such as the climate neutrality plans of the German government and the European Union or the Paris climate protection goals.

5

ORIENTATION TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

Geis also incorporates the Sustainable Development Goals of the United Nations into its sustainability management and focuses on ten of seventeen selected goals that are particularly closely linked to its business.

Through the sustainable “MissionZero” programme, the Geis Group aims to achieve climate neutrality by 2040.

Today, the company is already continuously reducing its CO₂ emissions by using renewable energies and alternative drive systems. With the “Geis Carbon Neutral” product, Geis Group customers have the option

of handling their logistics services in a climate-neutral manner in all three business areas.

The central fields of action of sustainable development within the Geis Group are aligned to the three dimensions of **ecology, social affairs, and economy**, which in turn are defined by individual SDGs.

KEY FOCUS AREAS AND SUSTAINABLE DEVELOPMENT GOALS FOR GEIS:

ENVIRONMENTAL GOALS:

Environment-friendly transport, CO₂-neutral logistics properties, resource efficiency



SOCIAL GOALS:

Acquiring and keeping the best talents, OHAS throughout the company, diversity in the company + equal opportunities



ECONOMIC GOALS:

Innovation + digitalization, quality + reliability, suppliers + compliance, sustainable management



Geis has been operating a holistic environmental management system since 2005 and has implemented environmental protection as a fundamental corporate objective in its corporate strategy. The Geis Group is certified in accordance with the ISO 14001:2015 environmental standard.

Energy audits in accordance with DIN EN 16247-1

and -4 are carried out at regular intervals to continuously improve energy efficiency.

Moreover, the Geis Group is involved in the Bavarian Environmental Pact, the Hesse Environmental Alliance and the Lower Franconia Environmental Promotion Group.



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② MATERIALITY

The topics identified as relevant were assigned to the three areas of ecology, social affairs and economy and arranged in a materiality matrix according to their importance for the Geis Group and their impact on society.

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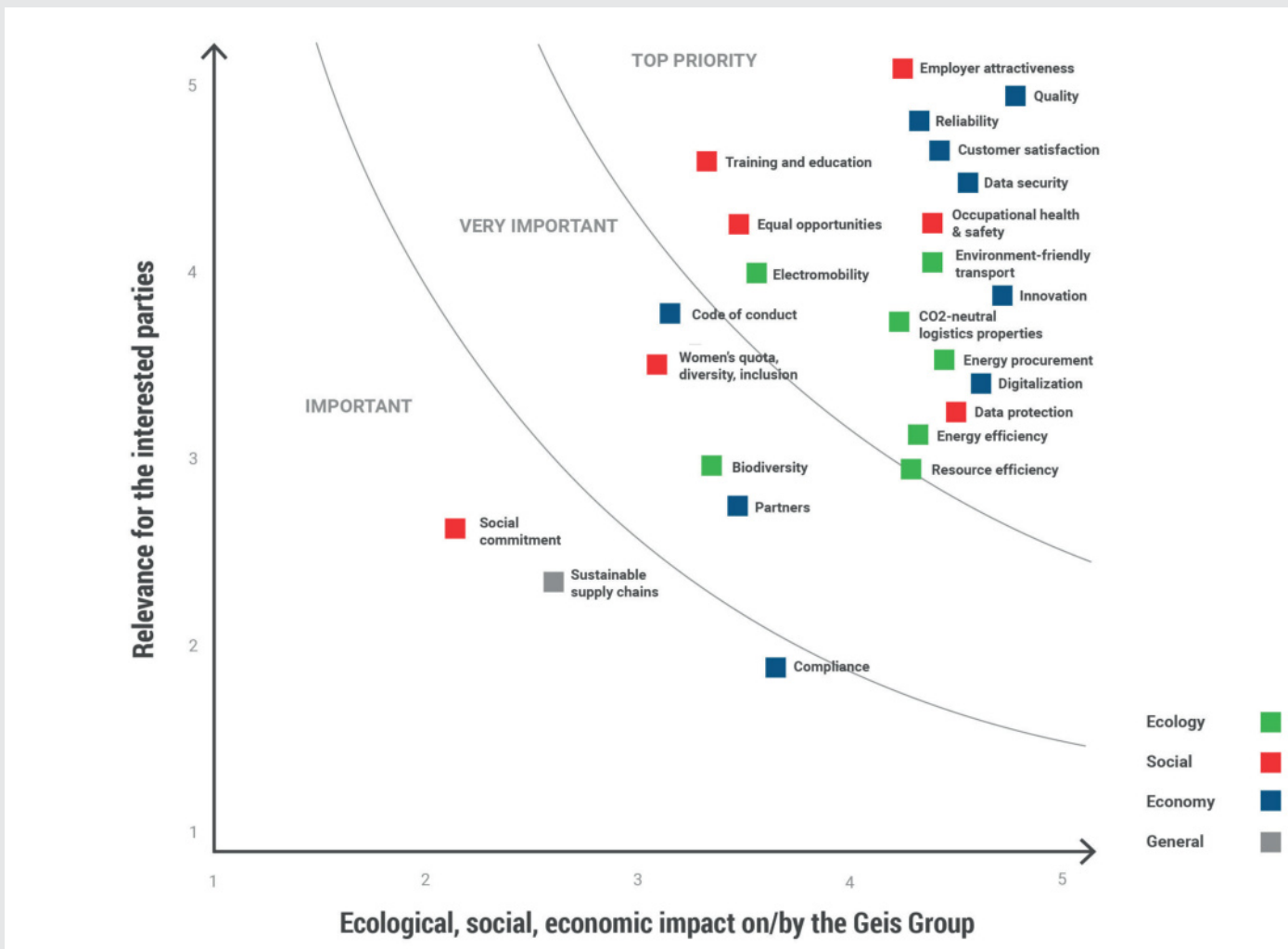
The most important stakeholders include employees, customers and business partners, suppliers, as well as the Geis family as shareholders. There is a continuous dialogue with the stakeholders. This exchange is used to identify important trends and developments in society and in the business areas – and to take them into account when shaping corporate responsibility.

With the definition of the sustainability strategy in 2022, a materiality analysis will be carried out regularly in the future. The aim is to prioritise which eco-

logical, social and economic issues are particularly important to the stakeholders – and which issues are important for the long-term success of the business. In a multi-stage process, the Geis Group identified its key topics in the three dimensions of sustainability in the reporting year. The topics were assessed in terms of their relevance for the stakeholders and their impact on/by the Geis Group on the basis of five criteria (1 = not important, 2 = not very important, 3 = important, 4 = very important, 5 = most important). The topics that received a rating of four and/or five in both categories can be found on the outer two circle lines in the diagram and were defined as key focus areas for the Geis Group.

The results of the materiality analysis are a useful and helpful support for the sustainable corporate strategy.

KEY ISSUES FOR THE GEIS GROUP:



Following the decision to become a climate-neutral company by 2040 and the adoption of a new emissions reduction target, the topics of climate protection and energy management were prioritised even more strongly compared to last year. Topics such as ener-

gy efficiency, CO₂-neutral logistics properties and environmentally friendly transport were therefore rated "most important" in the ecology dimension.

In the economic area, sustainable business practices in particular were rated as very important. The establishment of a code of conduct that ensures non-discriminatory treatment among employees and compliance with human rights was also prioritised. Furthermore, the focus is put on innovations and digitalisation as well as customer satisfaction. High quality in services rounds off the topics in the area of economy.

A high level of attractiveness as an employer for employees and applicants and continuous training and development for employees are relevant for the stakeholders in the social dimension. In the wake of the Corona pandemic, the health protection of employees has become even more important.

AS A LOGISTICS SERVICE PROVIDER, GEIS OPERATES ALONG GLOBAL SUPPLY CHAINS AND PROVIDES HIGHLY COMPLEX SERVICES FOR ITS CUSTOMERS.



The year 2021 was an unusual year. The Corona pandemic presented the Geis Group with unexpected challenges, resulting in capacity bottlenecks and increased delivery times in the entire supply chain. Great flexibility and extraordinary commitment on the part of all employees was required on a daily basis. The Geis Group is particularly aware of its long-term responsibility towards its employees. Accordingly, the top priority was to enable them to work safely under the challenges posed by the Coronavirus and to protect them in the best possible way. The company succeeded in this thanks to hygiene concepts that were implemented consistently at an early stage. Meetings and training sessions were

promptly converted to digital formats. This ensured in the best possible way that the corporate values could be lived together on a daily basis even during the pandemic, that employees could develop further, and that new people could be brought on board.

In order to continue to position itself for the long term and with a secure future, the Geis Group worked on new product solutions and invested more in new technologies such as automated processes and artificial intelligence.



Most emissions from the Geis Group's business activities come from road freight transport. However, air and sea freight and logistics vehicles also have a significant environmental impact and increase the greenhouse gas effect.

Customers increasingly expect their logistics service providers to increase digital connectivity in the supply chain and offer innovative and digital services. Other requirements include resilience in the supply chain and sustainable transport and logistics services.

The shortage of skilled workers is a particularly important issue for the Geis Group. Employees and applicants expect a reliable employer who makes it possible to combine family and career.

In the search for locations, it is noticeable that suitable areas are becoming scarce and there is resistance to logistics companies in some cases. Local residents and NGOs criticise in particular the high land consumption, the encroachment on the landscape and the noise and pollutant emissions of the traffic. Numerous regulatory provisions in the EU and the Federal Republic of Germany mean an immense effort for the medium-sized Geis Group. These include the CO₂ output, the EU mobility package, the Supply Chain Compliance Act, the Whistleblower Protection Act and the Corporate Sustainability Reporting Directive. As a result, it is becoming increasingly difficult to assert oneself in international competition. The handling of specific risks is explained below.



OPPORTUNITIES & RISKS



Another risk is demographic change, which is accompanied by an acute shortage of skilled workers throughout the logistics industry. Through a strong employee orientation and other human resources instruments, the Geis Group is trying to retain its employees, which should lead to less fluctuation. Employee orientation, employee development and employer branding are also being continuously expanded within the Geis Group.

The risk to employees' health posed by the Corona virus was countered at an early stage by setting up a crisis team. The first warnings were taken very seriously and important steps were already decided on in February 2020. In cooperation with the company doctors, a pandemic plan valid for the entire company was available in March 2020 and corresponding hygiene regulations were defined. The protective measures were continuously reviewed, regularly adapted to developments, and communicated throughout. In this way, planned and consistent action made a crucial contribution to the protection of employees during the pandemic, while at the same time maintaining the smooth running of processes. Diversity plays a major role in an industry with many nationalities. Therefore, the issue of integrity is very important.

In order to identify potential risks at an early stage, it is important to have continuous risk controlling and risk management, including reporting, that is adapted to the corporate structure under company law. The responsible management circles in the business units are informed at regular intervals about identified risks and the defined measures. A special focus is placed on those risks that result from strategic decisions and could endanger the existence of the company. It is also of utmost importance that no risks to people, the environment or society emanate from the business activities.

SOCIAL RISKS



In the area of ecology, the emission of CO₂, noise and particulate matter is a significant negative aspect, especially in the case of logistics properties and the company's own vehicle fleet. The Geis Group therefore puts great importance on reducing emissions as far as possible. In the area of hazardous goods/substances, experts are trained (e.g., hazardous goods officers) and all employees involved receive training.

A continuous improvement process is practised in the event of deviations. Conclusion: The Geis Group has been environmentally certified according to ISO 14001 since 2005 and is continuously working on reducing its emissions. For example, almost the entire vehicle fleet has been converted to Euro 6 standards and every branch regularly conducts driver training for fuel-saving driving. Furthermore, investments are made in alternative drive technologies and customers are offered compensation for transport emissions where these cannot be avoided. The logistics locations are gradually being equipped with energy-efficient technology such as LED conversion or photovoltaic systems.

ECOLOGICAL RISKS



Macroeconomic risks for the Geis Group are industry-related issues such as rising crude oil, fuel and heating oil prices, increased taxes or transport-related charges for transport services. Economic risks are the ongoing competitive pressure or a possible recession due to the war in Ukraine. The supply bottlenecks for central preliminary products in industry have also had an impact on the logistics sector.

There have been considerable fluctuations in volume, especially in the automotive logistics sector. The overall high demand for real estate and long delivery times for warehouse technology make business operations difficult. In addition, the shortage of skilled workers is worsening, and it is becoming increasingly difficult – especially in the area of professional drivers – to recruit and train junior staff.

ECONOMIC



③ OBJECTIVES

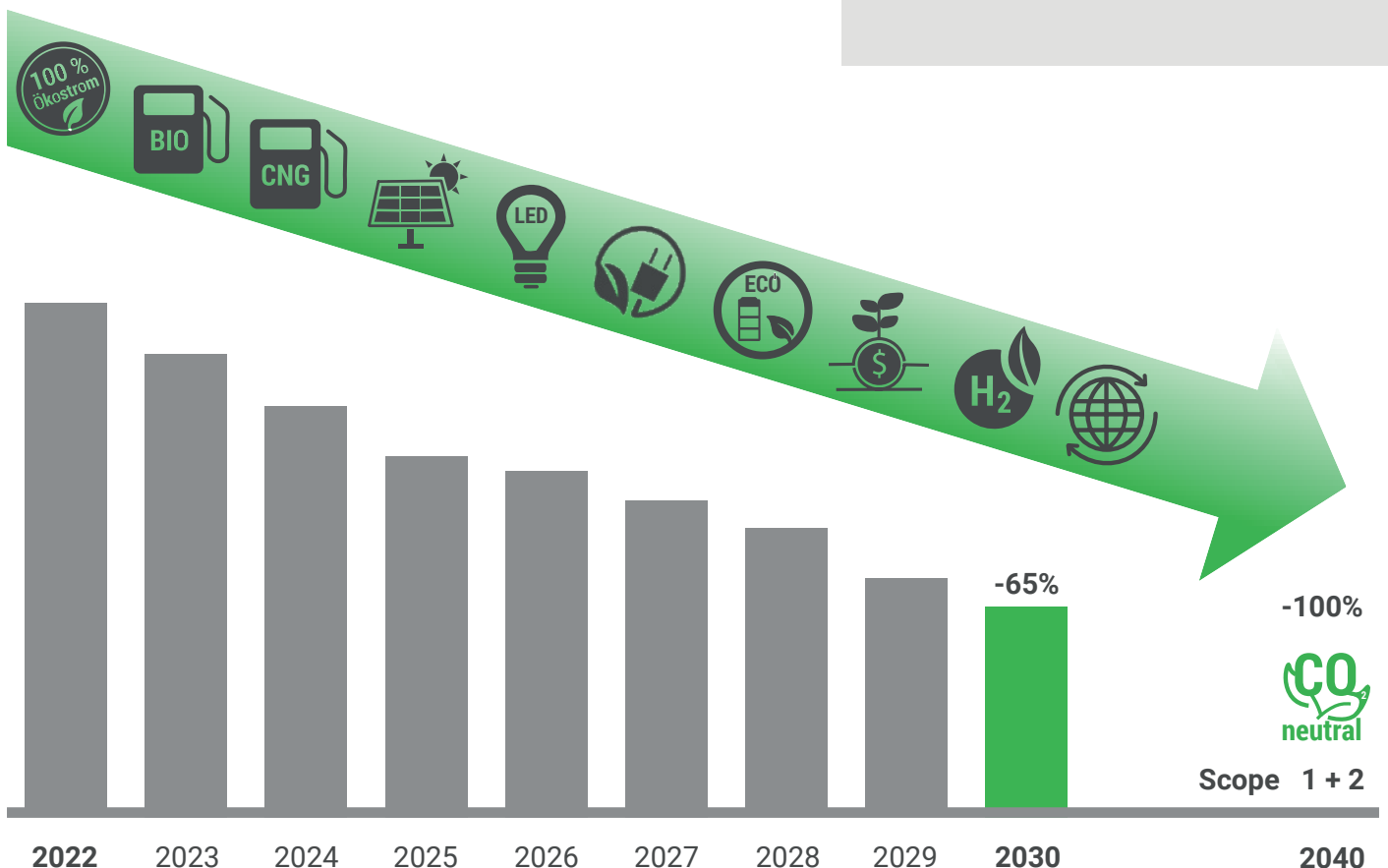
With its “MissionZero” programme, the Geis Group has set itself the goal of being climate-neutral by 2040. In the medium term, the company wants to reduce its CO₂ emissions by 65% from the base year 2020 by 2030.

CO₂ neutral

With our „MissionZero“ programme, we are continuing our efforts to reduce our carbon footprint.

Our goal is to become a climate-neutral company in Scopes 1 + 2 by 2040.

MISSION ZERO



In addition to the defined goals and projects in the social and economic dimensions, the Geis Group prioritises the focus areas of ecology, which are as follows:



MORE ECO-FRIENDLY TRANSPORT

Share of alternative drives in the truck fleet and international increase transports.

CO₂ NEUTRAL LOGISTICS PROPERTIES

New buildings CO₂ neutral or build climate-positive investments in cross-sectional technologies.

RESOURCE EFFICIENCY

Conscious use of resource through sustainable procurement and promoting the circular economy.

THE GEIS GROUP HAS SET ITSELF THE FOLLOWING ECOLOGICAL GOALS FOR 2022:



The reason for this is the fact that Geis, as a logistics company, makes a significant negative contribution to global warming and wants to actively counteract this with the measures listed.

Reduce CO₂ emissions in Scopes I and II according to the GHG (Greenhouse Gas Protocol) by at least **5%** compared to 2021:



INCREASE IN ENERGY EFFICIENCY

Implementation of energy efficiency measures at the sites and branches.



USE OF ALTERNATIVE DRIVE TECHNOLOGY

Increase the proportion of alternative drive systems in the fleet (electric, fuel cell, hybrid, LNG/CNG).



INCREASE IN OWN POWER PRODUCTION

Increase in own electricity production at sites and branches with high energy consumption.



DIESEL REDUCTION IN THE TRUCK FLEET

Reduction of diesel consumption in our own truck fleet by 2% percent (l/100km).



PURCHASE OF GREEN ELECTRICITY

Use of green electricity in all branches with a central framework agreement.

TEN GOALS FOR SUSTAINABLE DEVELOPMENT



The control of the strategic sustainability goals is the responsibility of the Head of Sustainability, who reports directly to the owners of the Geis Group. The control of key figures is carried out via two carbon accounting tools and regular jour fixes with the management.

The Geis Group supports the Sustainable Development Goals (SDGs) from the 2030 Agenda, which stand for global sustainable development. In doing so, the Geis Group has identified ten strategic goals that are closely linked to its business activities and thus particularly reflect its responsibility for greater sustainability

THESE ARE:

- 1** Good health and well-being (SDG 3)
- 2** Quality education (SDG 4)
- 3** Gender equality (SDG 5)
- 4** Clean water and sanitation (SDG 6)
- 5** Decent work and economic growth (SDG 8)
- 6** Industry, innovation and infrastructure (SDG 9)
- 7** Responsible consumption and production (SDG 12)
- 8** Climate action (SDG 13)
- 9** Life on land (SDG 15)
- 10** Partnerships for the goals (SDG 17)



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The Geis Group supports the Sustainable Development Goals



④ DEPTH OF THE VALUE CHAIN

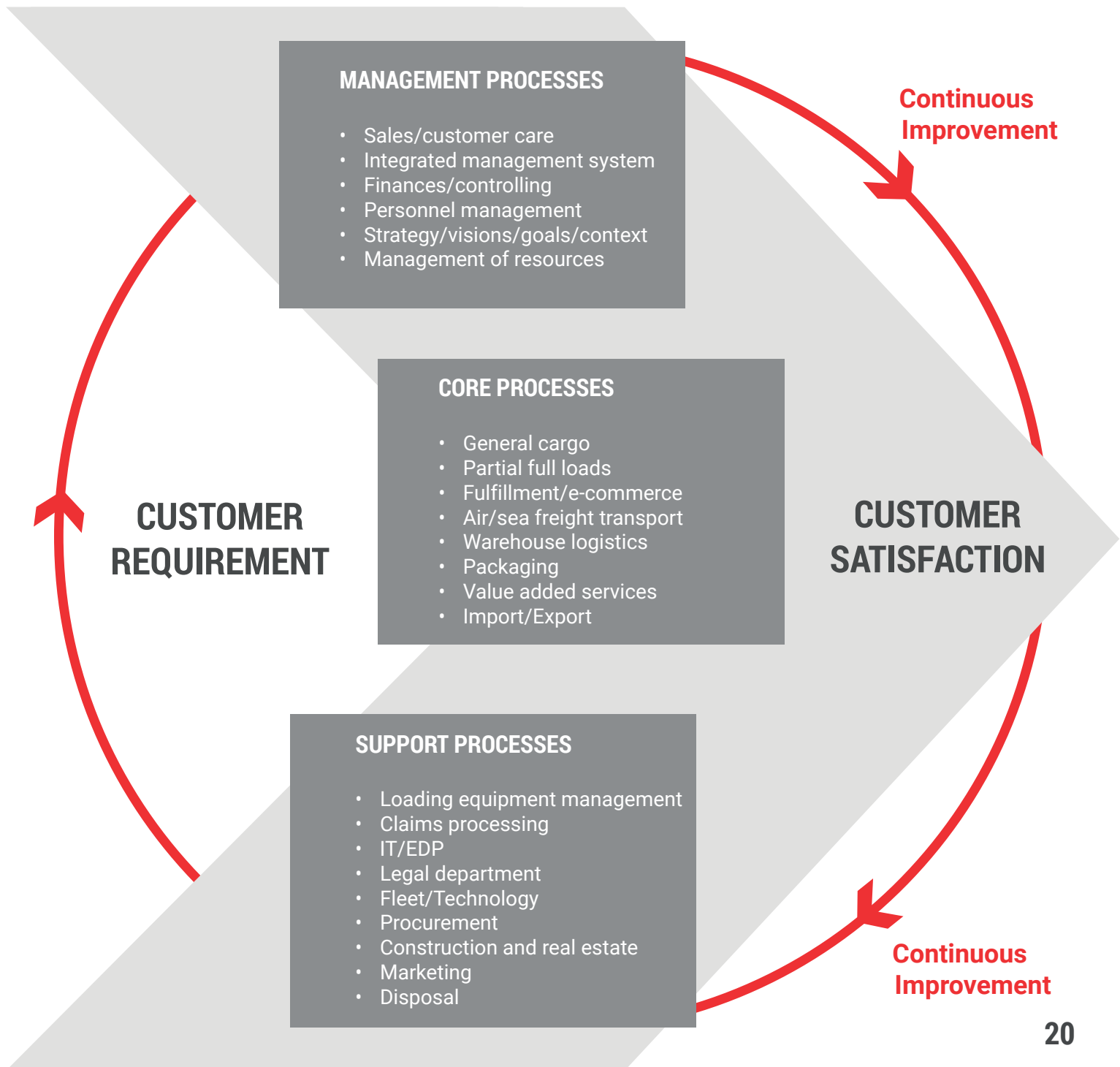
The processes of the Geis Group serve the performance with the result highest customer satisfaction.

The Geis Group is a full-service logistics provider and has no classic industrial production in its service portfolio. Only the packaging plants in Erlangen-Frauenaurach and Unterschleißheim produce export packaging or packaging for hazardous goods. The Geis Group's processes serve to provide services with the result of maximum customer satisfaction. While the process flows in the road sector are largely standardised, the processes in contract logistics and in the Air + Sea sector are carried out according to the respective customer requirements. The portfolio as a whole is broadly positioned: Small and medium-sized companies as well as corporate groups and DAX

(= German Stock Index) companies from all sectors are among the Geis Group's active customer base.

The Geis Group's locations and branches identify their opportunities and risks along the process chain and document them. In doing this, all processes are examined for ecological, economic, and social sustainability risks and measures are introduced and their effectiveness evaluated in the sense of the continuous improvement process. In addition to this, the environmental aspects of the locations and branches are regularly analysed in all areas.

THE FOLLOWING DIAGRAM DEFINES THE PROCESS LANDSCAPE:



PROCUREMENT AND EVALUATION CRITERIA

For the Geis Group's central purchasing department, working in partnership with all suppliers is an essential part of the corporate strategy. Discussions are held with suppliers as part of the annual supplier evaluation. Important aspects here include the suppliers' compliance with current occupational health and safety, environmental and social standards.

Important evaluation criteria, according to the guideline for the selection and evaluation of suppliers, are:

- the environmental compatibility of the materials used,
- compliance with the Code of Conduct, the Minimum Wage Act, and the General Data Protection Regulation,
- general certifications (e.g., DIN EN ISO 14001; certified waste management company, e.g. ...),
- quality of customer support or sustainable maintenance service.



PRODUCTS/SERVICES IN THE VALUE CHAIN

Wood as a raw material plays a major role in packaging operations. The explosion in demand for wood triggered by the Corona pandemic caused supply bottlenecks, but a production stop was avoided through the sustainable procurement strategy. The use of natural resources is specified in criterion 11.

PROBLEMS/MEASURES IN THE THREE DIMENSIONS OF SUSTAINABILITY:

The strongest CO₂ emitter of the Geis Group is the Road-Services business segment. Electric and fuel cell trucks have not yet been ready for series production and could only be used for test purposes. Nevertheless, Central Fleet Management is working on continuously reducing consumption and the associated emissions. Thanks to a modern vehicle fleet, the use of telematics and the use of driver trainers, optimal use is achieved despite the combustion engine technology. Additionally, the process teams are continuously working on optimising routes and vehicle utilisation.

The Geis Group counters the shortage of drivers in particular by offering attractive jobs. Fair treatment and respect for each other's performance are therefore a matter of course. Because: only when everyone pulls together does true team spirit and partnership develop. In addition to a modern working environment, Geis offers punctual payments, an attractive salary package, accident insurance and free work clothes. Furthermore, Geis focuses on the qualification and further development of its employees.



⑤ RESPONSIBILITY

Every employee of the Geis Group is responsible for setting a focus on sustainable action and developing it further so that the Geis Group as a whole can act sustainably.

An aerial photograph of a dense forest of tall, green coniferous trees, filling the entire background of the page. The trees are vibrant green and densely packed, creating a textured, layered appearance.

RESPONSIBILITY

Every employee of the Geis Group is responsible for setting a focus on sustainable action and developing it further so that the Geis Group as a whole can act sustainably.

The implementation of systematic sustainability management at all levels of the company is the responsibility of the shareholders of the Geis Group. A separate staff unit under the responsibility of the Head of Sustainability is committed to the further development of sustainability management. The sustainability team reports to the owners regularly.

The team is very well networked with the individual departments and exchanges infor-

mation on a regular basis. Here, the company benefits from its flat hierarchical levels.

In every business unit and department, attention is drawn “top down” to the importance of the issue of sustainability. The highest responsibility lies with the managers, who not only inform the employees about the topic of sustainability and the sustainable development of the company, but also promote measures for continuous improvement. The focus is on sustainable development of processes and services in order to identify potential for improvement and implement appropriate measures for improvement.



⑥ RULES AND PROCESSES

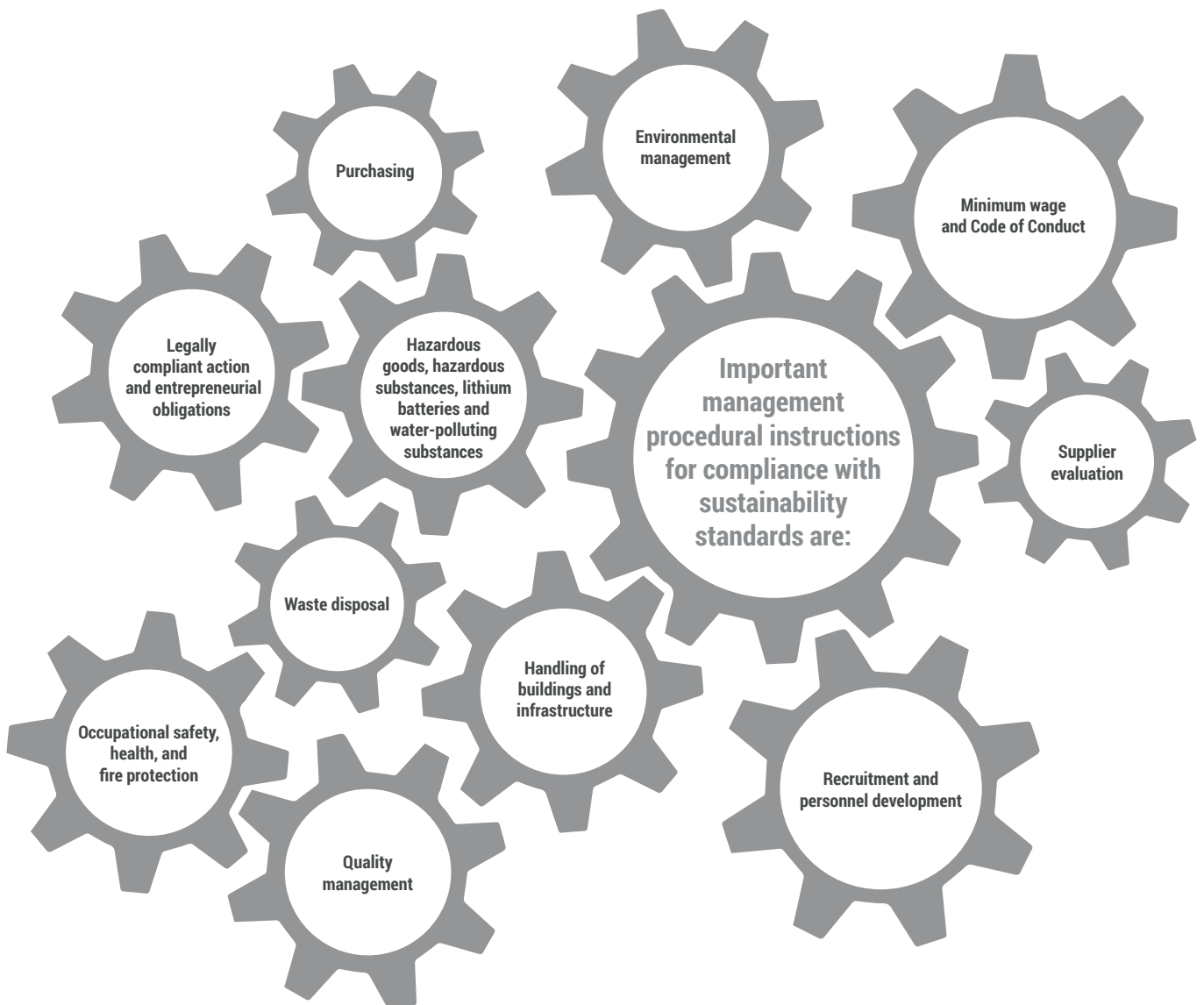
The management handbook, which also reflects the sustainability strategy and corporate policy, provides all managers and employees with a guideline for action.



Sustainability is firmly anchored in all areas of the Geis Group. The management handbook, which also reflects the sustainability strategy and corporate policy, provides all managers and employees with a guideline for action. The central departments such as human resources, occupational safety and central quality management have laid down the essential

corporate requirements in management procedural instructions (Managementverfahrensanweisungen – MVA). These are put into effect by the management and are binding for all managers and employees.

Compliance with the requirements from the management procedural instructions is regularly checked within the framework of internal audits.





⑦ CONTROL

The collection of performance indicators is an essential instrument in the Geis Group for the management and control of sustainability goals.

The collection of performance indicators is an essential instrument in the Geis Group for the management and control of sustainability goals. They serve the continuous improvement process and the saving of CO₂ emissions.

The Geis Group collects the following key figures annually for the locations and branches:



- Electricity consumption (kWh/m²)
- Heat consumption (kWh/m²)
- Diesel consumption for trucks and cars (l/100 km)
- AdBlue consumption (l)
- Waste per the Decree relating to the list of waste (Abfallverzeichnisverordnung; "the AVV") (kg)
- Illness rate
- Reportable accidents
- Productivity rates
- Error rates

In the future, all performance indicators required for the Geis Group's sustainability reporting will be measured in the Salesforce Sustainability Cloud. The missing key figures according to the required GRI performance indicators are not yet complete at this time and will be collected in the following reporting period.

The data is requested via the central quality management (CQM) and then processed. The quality of the data is checked by the CQM team during the annual internal audits. Furthermore, the Geis Group is certified according to DIN EN ISO 9001 and 14001 and is regularly audited by third party audits (customer audits and certification audits).

The sites or branches conduct monthly regular communications as part of the Integrated Management System (IMS), in which the performance indicators from the areas of quality, occupational safety and the environment are discussed and, if necessary, measures are initiated. The follow-up of the measures is made in the IMS list of measures. After implementation, an effectiveness evaluation is carried out.

The organisation's standards and norms of conduct are set out in the Declaration of Compliance with the Code of Conduct, which can be downloaded the [company's website](#).

CORE CORE COMPETENCIES AND CORE VALUES

The core competences and values were developed in 2015 as part of the brand positioning and are as shown in the following chart:

CORE VALUES

Vision

Togetherness

Energy

Dynamics

Consistency

Excellence



Global Logistics

CORE COMPETENCIES

Suitable offer

Proactive approach

IT performance

Concentrated know-how

Solid financing

Personal commitment

THE LOGISTICS PARTNER WITH THE BEST OVERALL PACKAGE



⑧ INCENTIVE SYSTEMS

There are a variety of remuneration, incentive, and benefit systems within the Geis Group.

There are a variety of remuneration, incentive, and benefit systems within the Geis Group. The financial, monetary, direct remuneration aims to ensure that employees are paid in line with their tasks and responsibilities and to reward personal performance and the achievement of agreed targets.

Business and results-related factors play a role in performance incentives and target agreements. Additionally, a variety of sustainability factors are also anchored in the criteria. The intangible services and benefits of the Geis Group aim to support the sustainable provision and development of employees at Geis and to increase their loyalty to the company.

SUSTAINABILITY FACTORS IN PREMIUMS SCHEMES AND TARGET AGREEMENTS

High productivity is the basis of economic success. However, the sustainable quality of the services provided is equally important. Therefore, quality criteria are components of all premium regulations and target agreements at Geis.

Examples of this are:

- Criterion “number of complaints” in the premium for warehouse employees
- Criterion “Achievement of a leading position in the quality ranking of the Geis Freight Forwarder Associations” in the target agreements of the specialists and managers in the transport sector
- Criterion “Avoidance of damage” in the premium regulations for Geis professional drivers

The Team Optimisation Process (TOP) programme ensures the continuous improvement of processes and working methods in the company and aims in particular at the sustainable saving of all required resources. In specific terms, this also involves projects to save energy or use input materials more effectively. The achievement of TOP targets is anchored in the incentive system in the way that the criteria “Completed TOP projects and fulfilment of TOP maturity level” are components of the target agreements of the logistics managers.

The sustainability goals were previously defined and evaluated by the managing directors of the operational business units. Through the definition of company-wide sustainability goals by the managing partners, the sustainability goals will also be evaluated centrally in the future.

Qualified vocational training is also one of the key sustainability criteria. In this respect, apprentices with very good results in the final examinations of the Chamber of Industry and Commerce receive tiered bonuses in the ‘very good’ grade range.



The company also awards prizes for top placements in the “Best Trainee” trainee competition.

Special attention is paid to the direct saving of fuel in land transport. “Environmentally friendly and fuel-saving driving” is therefore an essential criterion in the bonus schemes for professional drivers.

The Geis additional services and benefits are also aimed at sustainability and long-term employee loyalty. The key figures are not available and will be obtained for the next reporting period.



FREE VACCINATION OFFERS

Annual free vaccination offers for flu protection or TBE vaccination by the company doctor have been part of the company's preventive programme for years. Geis was also one of the first companies to offer its employees free Corona vaccinations during working hours. The company was thus able to achieve a high vaccination rate among its employees.



TIERED CHRISTMAS BONUS

Even during the Corona crisis, Geis continues to pay Christmas bonuses to its employees as a voluntary benefit. The Christmas bonus is tiered according to length of service; thus this is also a factor of sustainable loyalty to the company.



GEIS RETIREMENT SCHEME

All employees have the opportunity to make salary conversions within the framework of a group contract in favour of a company pension scheme with attractive conditions. The company also pays the planned company contributions.



COMPANY BIKE LEASING

All eligible employees have the option of leasing a "job bike" at very attractive terms within the framework of company bike leasing. Additional services can also be booked. Selection and ordering can be carried out easily via an online portal without paper processes. A company bike demonstrably reduces car journeys and promotes the health of job cyclists. The duration and attractiveness of the leasing offer increases loyalty to the company.



CORPORATE BENEFITS

All employees benefit from a discount programme that offers reduced purchase prices from numerous well-known manufacturers. Here, too, the process is completely paperless via an online portal.



⑨ STAKEHOLDER ENGAGEMENT

The Geis Group aims to be a reliable partner for all external and internal stakeholders and to establish long-term cooperation. This is how sustainable corporate success can be ensured.

As part of the risk management by the management, the most important internal and external stakeholders (“interested parties”) were identified via the context of the organisation.

External and internal requirements/issues of the respective stakeholder groups that may have an impact on the strategic goals and planning of the Geis Group were taken into account. Possible opportunities and risks and necessary measures are identified and defined depending on the stakeholder group.

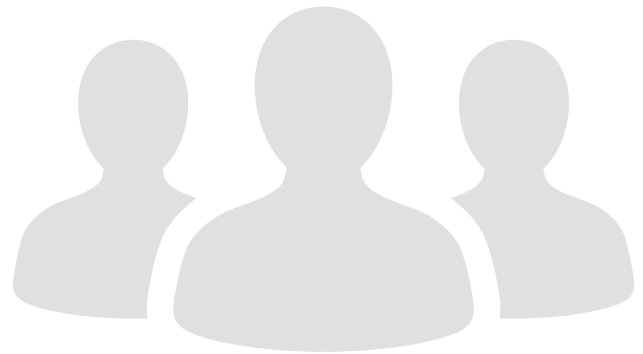
THE STAKEHOLDER GROUPS ARE DIVIDED AS FOLLOWS:

EXTERNAL STAKEHOLDERS

- Customers (existing and new customers)
- Suppliers and service providers
- Legislators
- Neighbours/residents/society
- Municipality/city/state
- Legislators
- Interest groups and non-governmental organisations
- Landlords/tenants of properties
- Competitors/co-competitors
- Cooperation partners
- Transporters/freight forwarders/airlines/carriers/
- Shipowners/agents/customs agents
- Insurers
- Financial institutions
- Company doctors
- Applicants
- Certifiers
- Applicants

INTERNAL STAKEHOLDERS

- Members of the works council
- Shareholders/management
- Employees and their families
- Internal customers



The Geis Group aims to be a reliable partner for all external and internal stakeholders and to establish long-term cooperation. This is how sustainable corporate success can be ensured.

Dialogue and communication with stakeholders are used to find out what is expected of the company and to identify new developments as well as potential opportunities and risks. From this, new goals and sustainable measures are derived and implemented in the Geis Group.

- Satisfaction survey with customers
- Company magazine
- Intranet zur Informationsbereitstellung
- Homepage
- Intranet to provide information
- Cooperation with associations
- Cooperation partnership in several logistics networks
- Regular exchange of information and visits to authorities (e.g., customs, Federal Aviation Authority, trade supervisory office, trade associations)
- Cooperation with media representatives

The company uses the following methods and measures for this purpose:

- Internal news via notice board and e-mail
- Conversations with employees
- Job interviews
- Regular jour fixe with customers
- Visits to customers
- Events with customers
- Trade fair stands at relevant industry trade fairs



With our own network and teamwork with cooperation partners we can provide our customers with the best possible service.

SPECIFIC CONCERNS & ISSUES

CUSTOMERS:

- Praise/criticism about DL performance
- Change requests
- Generation of additional business
- Joint logistics projects (e.g., Forchheim)
- Autostore automated warehouse)
- CO₂-neutral products; reduction of carbon footprint

EMPLOYEES:

- Process improvements/suggestion system/
- PDCA cycle
- Adaptation of work ergonomics
- Adjustment of working time/place of work based on personal situation
- Carrying out an employee satisfaction survey
- Carrying out a supervisor appraisal

AUTHORITIES:

- Successful approval/authority certification
- Validation of the implementation of official requirements
- Result of inspections by authorities and, if applicable, new requirements

Through dialogue and communication with the above-mentioned stakeholder groups, a wide variety of concerns are brought to the attention of the Geis Group. These can come from the areas of ecology, social affairs, and economy. Especially the stakeholder groups “customers” and “employees” approach the Geis Group with concerns that can have a key influence on our sustainability.

This has also led to the Geis Group implementing a new central “Sustainability” department, which reports directly to the top management. The concerns of the stakeholders are taken up centrally by the “Sustainability” department and flow into the sustainability process of the Geis Group.

In order to bundle all the necessary measures from the various concerns, which can be seen in the diagram in criterion 9, a completely new sustainability strategy was developed, and a “MissionZero” climate neutrality programme was introduced. The measures taken and the resulting goals are documented in the sustainability report and made available to the stakeholders.





10

INNOVATION AND PRODUCT MANAGEMENT

The Geis Group develops innovative transport and logistics solutions with a reliably high level of quality. Efficient and sustainable at the same time.



An exception within the group of companies is the packaging company Georg Lechner and the packaging services of the packaging company Geis Industrie-Service GmbH.

In both companies, packaging logistics is offered as a complete package: from conception to material selection to packaging logistics. The Geis Group's experts develop and manufacture special packaging for sensitive high-tech, irreplaceable works of art and entire production plants. There are hardly any weight or size restrictions.

The product packaging requires the procurement of the material wood, which has a direct impact on the environment.

The company procures the wood from certified dealers (FSC, PEFC). As far as possible, regional dealers are used for sawn timber and European suppliers for wood-based materials.

Geis uses the waste cuttings as packaging filling material and small packaging units or pallets, so that a maximum of 10% end up as a waste product. This minimum of waste is passed on to specialist disposal companies for further processing (e.g., wood pellets, wood chips).



As a global logistics service provider, the Geis Group does not offer any products in its range of services; it rather provides numerous logistics services in the business segments Road Services, Air+Sea Services and Logistics Services. For this reason, there is no classic product life cycle in the company that is affected by an innovation process.

In the Geis Group, innovation managers are active in the Road Services and Logistics Services business units. There is a regular, cross-divisional exchange in order to optimise processes in the long term. Furthermore, innovation management deals with trends and new technologies on the market, which are sifted through various media (newsletters, events, forums) and from cooperation with universities, institutions, and the sustainability team, and reviewed with regard to their benefits.

In the Road Services business unit, the focus is currently on the digitalisation of processes to enable data collection without paper and system breaks. The data collected in this way is available in real time and can be analysed automatically to identify further potential for improvement.

Current innovation projects are discussed, trends are analysed, and focal points are set in a biannual innovation meeting with the management and the shareholders.

The Road Services business unit has a central process management unit that develops cross-branch process standards. Together with key users from the departments and the IT colleagues on location, processes are continuously reviewed, best practices defined and their implementation ensured.

CURRENT INNOVATION TOPICS IN THE BUSINESS SEGMENT ROAD SERVICES :

- 1 Introduction of a yard management system at the large Naila, Bad Neustadt and Nuremberg sites to make shunting activities at the site more efficient. Among other things, the new control via communication tablet means that shunting trips can be reduced.
- 2 Test of an "on the fly" measuring system: The 100% measurement of all packages in the hall is to create an improved data basis in order to further increase the utilisation of the trucks.
- 3 Market analysis of route optimisation software: With the help of modern route optimisation software, the scheduling of trucks in local traffic (collection/delivery) is to be supported. It will be examined whether the software tools can lead to higher utilisation and fewer kilometres driven. Another goal is to achieve a consistently high quality in dispatching through further software-supported processes.
- 4 Introduction of software to determine the CO₂ footprint for truck transport.



AutoStore at Geis in Forchheim.



In the Logistics Services business area, the “Team Optimisation Process” (TOP) was supplemented in 2019 by the so-called “CIP Roadmap Initiative”. Through this strategic approach, the identification, application (proof-of-concept) and transfer (best-practice examples) of innovative topics is to be promoted.

CURRENT INNOVATION TOPICS IN THE LOGISTICS SERVICES BUSINESS UNIT:

- 1** AutoStore: Construction of an automated small parts warehouse.
- 2** AMR/AGV: Introduction of autonomous, mobile robots for transporting pallets over long distances between the goods-in and goods-out areas and the storage areas.
- 3** Workforce management: Rollout of a software to control the daily order data and the respective capacities located at the site to control and optimise these capacities according to department, shift, cut-off time, etc.
- 4** Pilot operations: Camera-based counting system for small parts, fully automated, autonomous robot for cleaning logistics areas, ExoSkeleton, 3D scan system for recording morphological data, wearables, etc.



The percentage of financial investments that pass a positive or negative selection test based on environmental or social factors is 90%.

CURRENT INNOVATION TOPICS IN THE AIR+SEA SERVICES BUSINESS UNIT:

The Air+Sea Services business unit has no assets of its own. For this reason, innovation management only refers to the digitalisation of operational processes within the framework of the transport management system.

- 1** Implementation of the e-forwarding module for the automatic creation of quotations, bookings, and shipment tracking.
- 2** Implementation of a purchase order management system for the transparent representation of the complete supply chain, including inventory management.





⑪ USAGE OF NATURAL RESOURCES

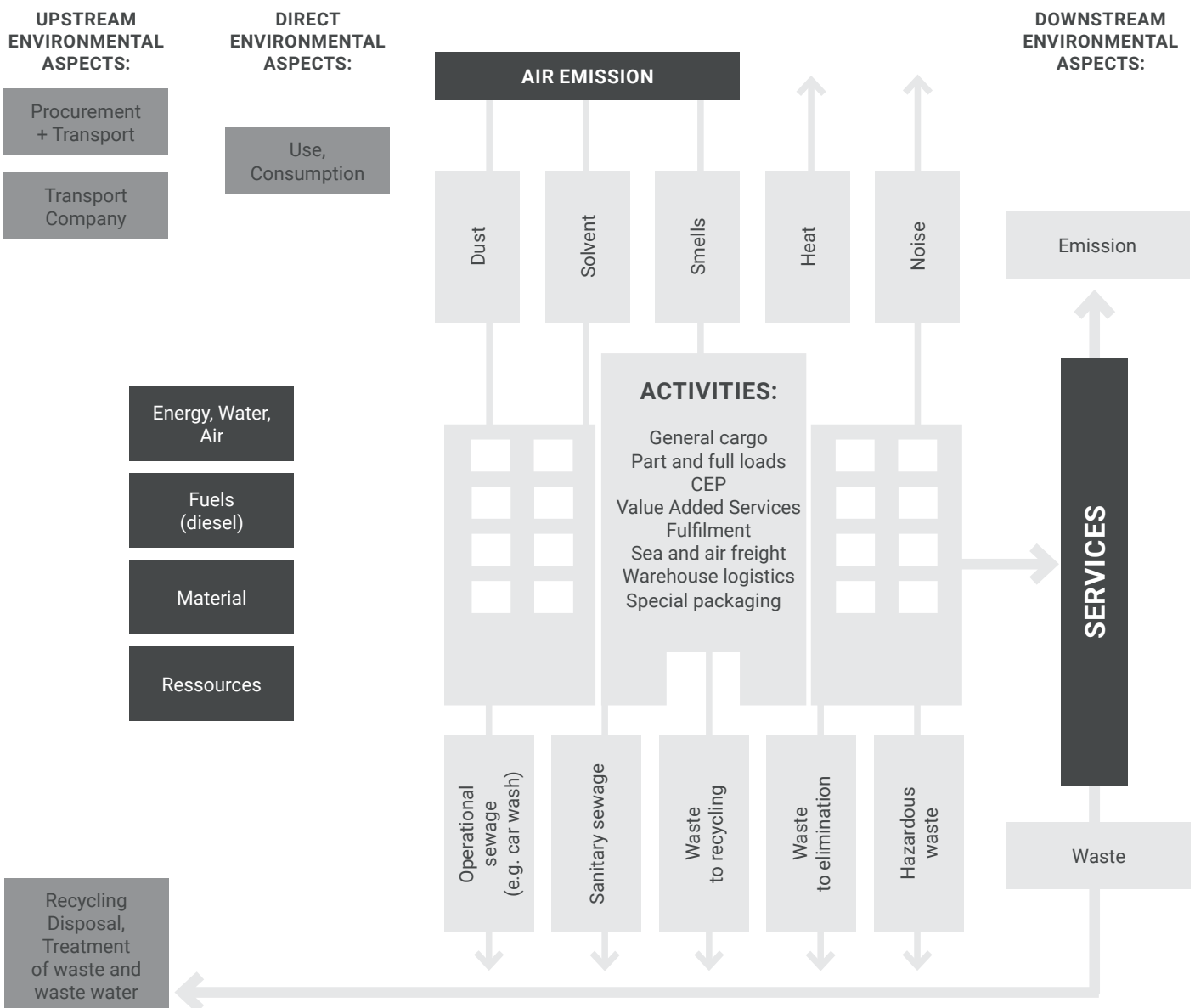
In the context of the Geis Group's activities, it is indispensable to use natural resources responsibly.

In the context of the Geis Group's activities, it is indispensable to use natural resources responsibly. The most relevant resources used are energy (electricity, gas, diesel, petrol, oil, etc.) and materials (wood, foils, cardboard, paper, etc.). Services affect the air (dust, noise, exhaust fumes), water (wastewater) and the environment (waste).

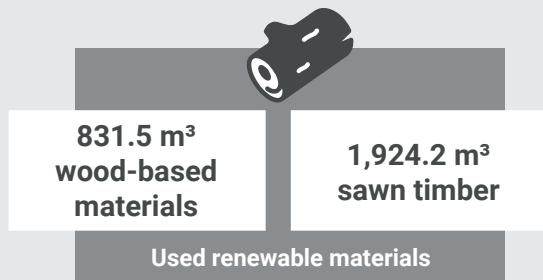
The environmental aspects are evaluated non-centrally at the branches and locations depending on the range of services and are subject to regular review. In order to improve environmental performance, the environmental impact is to be reduced as much as possible.

The following chart gives an overview of the resources used in the activities carried out and their environmental aspects, as well as the impact on the environment.

Regular training of employees is intended to ensure that there is a certain awareness of environmental issues. Topics such as proper waste separation, careful use of resources and responsible energy use are on the agenda in the briefings.



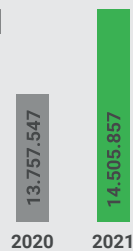
MATERIALS USED BY THE GEIS GROUP ARE:



Non-renewable materials used: not applicable

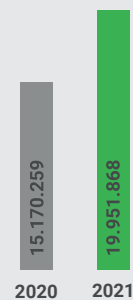
ELECTRICITY CONSUMPTION (IN KWH):

No energy savings were achieved in electricity consumption. This is partly due to the company's growth.



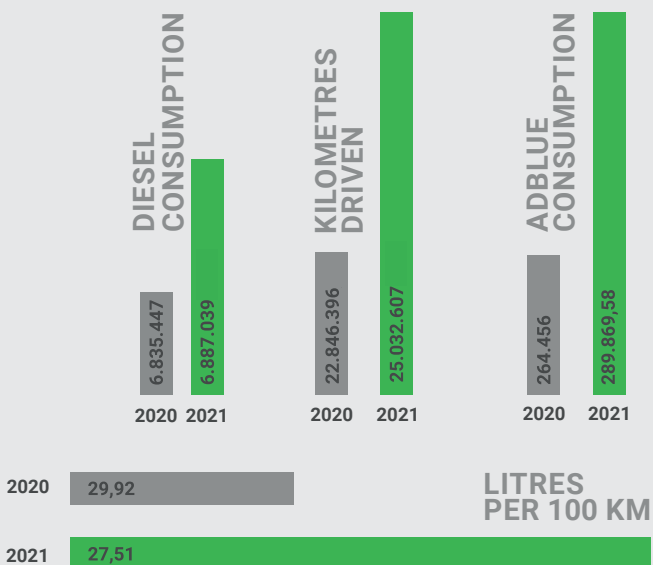
THERMAL ENERGY (IN KWH):

A strong increase was recorded in the area of thermal energy. Among other things, the company's growth was responsible for this, but also the frequent ventilation intervals due to the Corona protection measures.



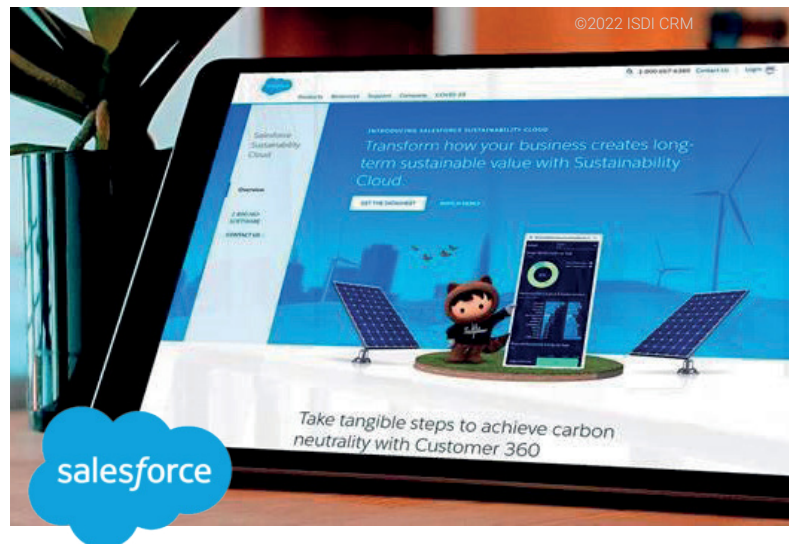
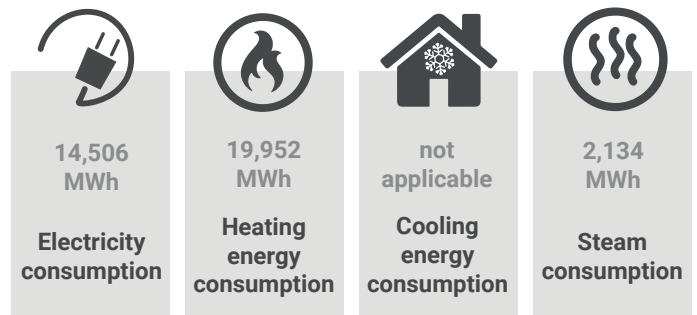
Numerous energy efficiency measures are intended to counteract this development, despite the expected growth of the company.

FUELS:



Although diesel consumption increased in absolute terms, the goods were also transported over a longer distance. Consumption per 100 km was significantly reduced in 2021 through numerous energy efficiency measures.

ENERGY CONSUMPTIONS :



The energy consumptions are collected on the basis of the invoices from the energy suppliers in the Salesforce Sustainability Cloud.

The conversion factors for the heat energy sources refer to the information sheet for determining total energy consumption (as of 30.11.2020) of the Federal Office of Economics and Export Control.

VEHICLE FLEET:

Diesel

6,887,039 l

AdBlue

289,870 l

ENERGY SOLD:

Electricity sold

481,167 kWh

Heating energy sold

580,049 kWh

Cooling energy sold: not applicable

Steam sold: not applicable



WATER CONSUMPTION IN THE BRANCHES/ AT THE GEIS GROUP LOCATIONS

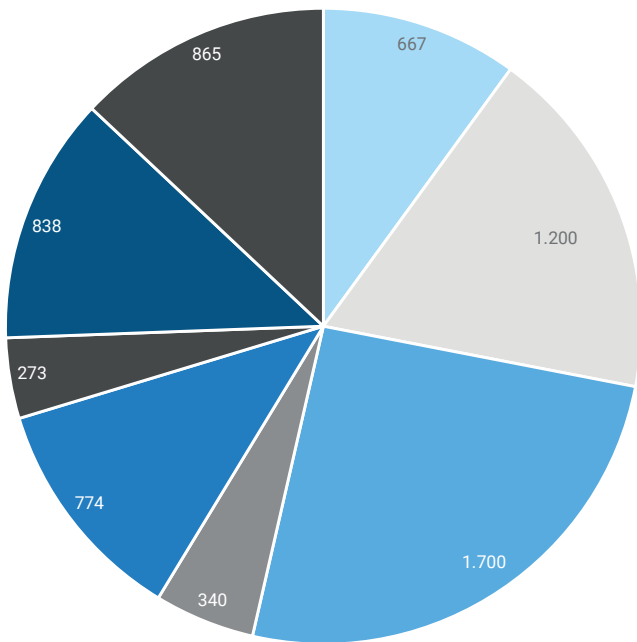


11,402 m³
Fresh water
consumption

17,634 m³
Wastewater
consumption

The water comes exclusively from the municipal water supply. Wastewater is discharged via the sewers of the municipal drainage companies.

ACCUMULATED WASTE:



WASTE

15 01 01 – Paper and cardboard packaging
 16 01 03 – Used tyres
 17 02 01 – Wood
 17 04 02 – Aluminium
 20 01 01 – Paper
 20 01 40 – Metals
 20 03 01 – Mixed municipal waste
 Other

QUANTITY IN TONS

667
1.200
1.700
340
774
273
838
865



12

RESOURCE MANAGEMENT

Responsible use of resources is of great importance to the Geis Group, because natural raw materials should remain available for future generations.



The Geis Group's main resource is truck fuel from its own fleet. The majority of the truck fleet has already been converted to the Euro 6 standard or EEV standard (Enhanced Environmentally Friendly Vehicle). The vehicles with the Euro 5 standard will be converted to more modern vehicles at the end of their regular service life.



Simultaneously, a check is performed to see whether an alternative type of drive is possible. Other significant resources are electricity consumption and heating of the properties.



The procurement of wood and packaging material plays a subordinate role.



For the calendar year 2022, the diesel consumption of the truck fleet is to be reduced by 2% per 100l. The focus of the environmental goals is on the vehicle fleet. In 2022, five trucks with LNG propulsion will be delivered. This is expected to save up to 13 per cent CO₂ equivalent.

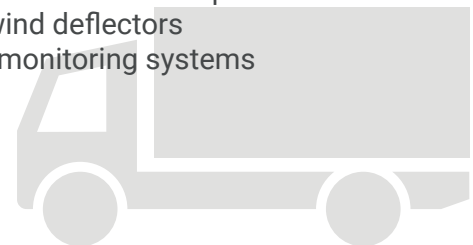
Through the use of telematics systems and driver trainers for particularly energy-efficient driving, the fleet's consumption is to be reduced by another two percent (l/100 km). The telematics software enables the driver trainers to identify weak points and to train the drivers to drive in a fuel-efficient and wear-free manner. The branches receive consumption targets from the management. These are passed on to the driving personnel and bonuses are paid out for consumption-optimised and wear-free driving.

Innovative technologies, such as Predictive Powertrain Control in the Mercedes Actros, provide additional support.

A major adjustment is the route planning by the dispatching department. Constant evaluations by software applications enable the Geis Group to utilise the vehicles in the best possible way and still achieve a high quality of delivery performance. The better the utilisation of the vehicles, the better the CO₂ balance for each individual consignment.

By regularly renewing its fleet, the company is always at the cutting edge of technology. Optimal criteria for vehicle use are already taken into account at the procurement stage, so that the best possible energy efficiency is also achieved here:

- Adaptation of the engine to the use of the vehicles:
No over- or under-engineering
- Optimisation of the gear ratio in order to achieve optimum fuel consumption
- Optimisation of the flow resistance coefficient of the superstructures: e.g., driver's cab size and superstructure size, correct adjustment of wind deflectors
- Acquisition of tyre pressure monitoring systems for monitoring tyre pressure



The topic of **electromobility** is to be further expanded. For example, the Geis Group is successively creating charging infrastructure for electric vehicles and e-bikes. In addition, the company is participating in test projects on the topic of alternative drives. In the middle of the year, a test with an e-truck is planned for a customer in internal company transport. The test phase is being accompanied scientifically by the Fulda University of Applied Sciences.

Electric vehicles as company cars are promoted in the new company car guidelines.

The topic of fuel cells is not neglected either and the Geis Group is participating in the hydrogen cluster in the Fulda region. Here, for the first time, the everyday viability of a fuel cell truck is to be tested in ongoing business operations.

Another key factor in improving resource efficiency is the Geis Group's real estate. Numerous investments have already been made here in the past to reduce energy consumption. Particularly in the area of lighting, some properties are to be converted to LED technology in 2022. Savings of up to 50 percent are expected. The first real estate properties will also be equipped with photovoltaic modules to cover the electricity needs of the branch/location.

In addition, measures are planned in the areas of heating, air conditioning and storage technology. In the future, all gas-powered industrial trucks are also to be battery-electric after the end of their service life.



LNG vehicle - #facts By the way, LNG stands for Liquefied Natural Gas. LNG-powered trucks almost completely reduce emissions of sulfur oxide and particulate matter.



In the past, annual environmental targets were defined and environmental performance continuously improved as part of the DIN EN ISO 14001 certification. With the start of sustainability reporting in accordance with the German Sustainability Code (DNK), the targets are defined and measured on the basis of the GRI performance indicators.

RELEVANT RISKS

All environmentally relevant risks are identified and assessed at the site/branch level as part of the process review of opportunities and risks. Appropriate measures are introduced to reduce the risks.

The main environmental risks are:

- Truck transport generates pollutant emissions (greenhouse gases) that lead to air pollution and an increase in the greenhouse effect.
- Hazardous materials handling or hazardous goods transports carry the risk of contaminating groundwater or soil through leakage, causing

health damage through contact for humans, animals, and the environment.

- The consumption of natural resources (packaging material such as wood and cardboard; paper) damages or reduces the ecosystem.

The experts in environmental management regularly reassess the risks and initiate corrective measures in the event of deviations or incidents. In addition, the continuous improvement process always initiates measures for the development of the integrated management system.



13

CLIMATE RELEVANT EMISSIONS

The Geis Group wants to become climate neutral by 2040. To achieve this climate goal, numerous measures are necessary at the main emitters.

The Geis Group wants to become climate neutral by 2040. To achieve this climate goal, numerous measures are necessary at the main emitters.

Through the introduction of two carbon accounting tools, CO₂ emissions have been calculated at the Geis Group since 2020.

In order to assess Scope 1 and Scope 2 emissions in all own assets (real estate, vehicles), a cloud solution is in use that calculates the carbon footprint based on consumption values. By purchasing green electricity from hydropower, all Geis Group locations and branches are expected to significantly reduce their Scope 2 emissions from 2022 onwards.

The improvements in Scope 1 are already described in criterion 12 (resource management).

All transports provided by transport service providers for the Geis Group are assessed as significant Scope 3 emissions. In the future, it will be necessary to further refine the relevant Scope 3 emissions in order to obtain a more precise overview.

On the way to climate neutrality, a first sub-target is to reduce greenhouse gas emissions by 65 percent

by 2030 compared to the base year 2020. In 2022, a reduction of five percent is to be achieved.

So far, the focus in the area of environmental and energy management has been on reducing consumption values (diesel, electricity, heat, etc.), all of which are also directly related to greenhouse gas emissions.

Therefore, no greenhouse gas reduction targets have been defined at the Geis Group so far. The previous targets were consumption-based. With the new sustainability strategy, concrete emission reduction targets have been defined.

With the start of sustainability reporting in accordance with the German Sustainability Code (Deutscher Nachhaltigkeitskodex – DNK), the targets will in future be defined and measured on the basis of the GRI performance indicators.

Emissions are determined on the basis of the GHG Protocol. The values of the VDA 2019 (Emission factors for electricity, district heating and fuels, Verband der Automobilindustrie e.V. (VDA) (German Association of the Automotive Industry) 2019; as of June 2019) are used as emission factors.

➤ CALCULATION EXAMPLE:

Calculation example according to Global Compact Network Germany

Activity data	X	GHG emission factor	=	GHG emission
Amount of diesel consumed in company trucks	X	GHG emission factor for the combustion of diesel	=	GHG emissions from the combustion of diesel in own trucks
100,000 l	X	3.14 kg CO₂e/l	=	314.0 t CO₂e

For Scope 1, 2, 3 the calculation took place and was done in the Salesforce Cloud according to the department's "Greenhouse gas reporting: conversion factors 2020". for Business, Energy & Industrial Strategy (DE-FRA) in accordance with the GHG Protocol.



DIRECT GHG EMISSIONS (SCOPE 1)

Energy sources	Consumption	Unit	Conversion factor	kg CO ₂ e
natural gas	16,606,905.00	kWh	0.18387	3,053,511.62
fuel oil	115,999.00	l	2.75776	319,897.40
LPG	121,367.00	l	0.44327	53,798.35
diesel car	53,130.82	l	2.54603	135,272.66
diesel truck	6,887,039.21	l	2.54603	17,534,608.44
diesel other	416.00	l	2.54603	1,059.15
petrol	0.00	l	2.16802	0.00
forklift gas	419,636.89	l	2,93881	1,233,233.09
refrigerant	0.00	l	individual per refrigerant	0.00
AdBlue	289,869.58	l	0.23800	68,988.96
				22,400,369.67

The gross volume of Scope I emissions of the Geis Group in 2021 was 22,400 tons.

ENERGY INDIRECT GHG EMISSIONS (SCOPE 2)

Energy sources	Consumption	Unit	Conversion factor	kg CO ₂ e
electricity	14,505,857.00	kWh	0.12900	1,871,255.55
district heating	1,233,291.00	kWh	0.16000	197,326.56
steam	2,134,232.00	kWh	0.16000	341,477.12
				2,410,059.23

The gross volume of Scope II emissions of the Geis Group in 2021 was 2,410 tons

OTHER INDIRECT GHG EMISSIONS (SCOPE 3)

Waste fraction	Consumption	Unit	Conversion factor	kg CO ₂ e
15 01 01 – Paper* ¹	667	to	21.317	14,218
16 01 03 – Scrap tires	1,200	to	21.317	25,580
17 02 01 – Wood	1,700	to	21.317	36,239
17 04 02 – Aluminum	340	to	21.317	7,248
20 01 01 – Paper	774	to	21.317	16,499
20 01 40 – Metals	273	to	1.009	275
20 03 01 – * ² municipal waste	838	to	21.317	17,864
Others	865	to	21,317	18,439
				36,303

*¹and cardboard packaging *²mixed

Water	Consumption	Unit	Conversion factor	kg CO ₂ e
Water supply	11,402	cbm	0.344	3,922
Water treatment	17,634	cbm	0.708	12,485
				12,485

The gross volume of the Scope III emissions of the Geis Group in 2021 was 49 tons.

In the area of Scope III emissions, only the values for produced waste and water are currently available according to the GHG Protocol.

The other Scope III emissions are also to be collected in the coming years and will be available by 2024 at the latest.



A specific calculation of CO₂ emissions took place with the introduction of the Salesforce Sustainability Cloud for the first time for the year 2021. The reporting of CO₂ emission savings will take place with the next reporting period.



14 EMPLOYMENT RIGHTS

It is important to the company to combine values such as drive and vision with concentrated logistics expertise. The Geis Group is modern by tradition and known as a social and partnership-based company. The focus here is on securing jobs for all employees and ensuring fair and equitable working conditions.

In the sustainability strategy, it was anchored that the topics of diversity + equal opportunities as well as the compatibility of work and family are components of the employment policy and thus have a high priority.

In the past, quantitative targets on employee issues (e.g., accidents at work, etc.) were defined and evaluated as part of the annual targets for the sites/branches. For future reporting, the targets will be created and evaluated on the basis of the GRI performance indicators.



ENERGY

The participation of employees at all levels in sustainability management is essential for the Geis Group. This is also described in the aspect of drive and motivation in the company's core values: Geis employees are passionate about their work – tangible commitment at every step. The company has already created effective opportunities in the past for employees to lead the company to success.

For this purpose, Geis started a systematised continuous improvement process (CIP) back in 2009, which is oriented towards relevant continuous improvement approaches. In the so-called "Team Optimisation Process" (TOP), selected thinking principles and methods are combined in a holistic concept.

The implementation takes place through workshops and continuous maturity measurements (excellence audits) at each location and culminates in a sustainably lived improvement process in which managers improve together with their employees on site and regularly exchange ideas on this.

Strict compliance with the law and regulations has a very high strategic value in the Geis Group. Since 2006, the company has had a compliance guideline to which every employee is committed.

In order to live up to its social responsibility, the Geis Group attaches particular importance to this:

- 1 Minimum wage regulations (regular review of compliance with the regulations; regular adjustment of the minimum wage)
- 2 Compliance with the provisions of the Working Hours Act (especially rest periods, prohibition of work on Sundays and public holidays, driving time regulations)
- 3 Compliance with employee co-determination rights
- 4 Compliance with all employee protection laws as well as laws and regulations on occupational health and safety
- 5 Company-wide and local legal register with the legal rules and regulations relevant to Geis
- 6 Obtaining feedback and suggestions through employee surveys

Transferable ideas or improvements are adopted at other locations, if appropriate. These best-practice examples from the locations and branches are transparently available to all managers and management representatives.

Employees at all levels can contribute ideas to the company's development at their location/branch and beyond and receive recognition for this.

The Geis Group is not only active in Germany, but also in the European countries Czech Republic, Poland, Slovakia, Switzerland, Luxembourg, and Hungary. In these countries, the Geis Group's German standards are implemented, and international rules are observed. From the 2022 reporting year, these countries will be integrated into the sustainability report.

Through the company-wide implementation of professional human resources management, it is a major concern of the Geis Group to be an attractive employer as a logistics service provider with the best overall package. In general, there is a risk that employees will be enticed away by competitors and industry or leave the company in another way.

To counteract this, the Geis Group focuses not only on an attractive working environment and a fair salary policy, but also on social components that are implemented individually on a regional basis and include the following:

- Geis Corporate Benefits (discount programme for employees)
- Cooperation with fitness studios/physiotherapists
- Employee events (e.g., Oktoberfest)
- Health days



The Geis Fitness Challenge on our social media channels



Barbecue at our branch in Satteldorf



Oktoberfest at our branch in Kuernach

There is little risk to the company's economic ability to act, as the Geis Group is solidly positioned and has always attached importance to sustainable management.

Occupational safety, health protection and fire protection are essential components of the Geis Group. The entrepreneurial duties of these regulations have been transferred to the main persons in charge of the locations and branches. In order to meet the legal requirements, regular training is provided by the professional associations with the support of the occupational safety specialists and central quality management. This also applies to other managers and staff positions in occupational safety.

Employees are sensitised through regular instruction and involved through workplace surveys, continuous improvement, and reporting processes.

Compliance with legal requirements is monitored by the occupational safety team as well as by the central quality management team in the course of audits. In addition, there is very close contact with the contact persons of the supervisory authorities (employers' liability insurance associations, trade supervisory authorities, e.g. ...).

Significant risks exist in the area of occupational health and safety in relation to the handling of industrial trucks, vehicles and loads. These are considered in the context of risk assessments in order to minimise the risk for employees.




Objective: Implement all national and international labour law regulations in a factual and timely manner (e.g., transpose amendments to the Minimum Wage Act and the EU Working Conditions Directive of 06/20/2019 into the Law of Proof of Substantial Conditions Applicable to the Employment Relationship' (Nachweisgesetz) on 08/01/2022).

In order to further deepen systematic occupational health and safety in the company, DIN EN ISO 45001 is to be introduced in the calendar year 2022. Through workplace surveys in the company, employees will be more closely involved in occupational health and safety management.

The aim is to integrate employees more strongly into occupational health and safety in order to raise potential for improvement, thus reducing occupational accidents and improving working conditions.

WORK RELATED INJURIES

FOR ALL EMPLOYEES:



THE MAIN TYPES OF WORK-RELATED INJURIES:

work-related injuries with serious consequences:

1. falling/plummeting/tripping
2. stuck/pushed

work-related injuries:


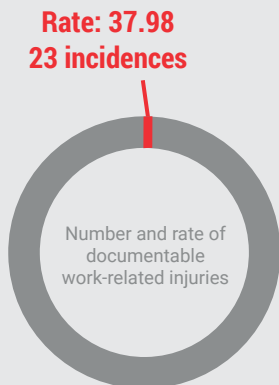
1. cut
2. pinched/pushed



7,096,864 h

Number of hours worked

FOR ALL STAFF OTHER THAN EMPLOYEES BUT WHOSE WORK AND/OR WORK PLACE IS CONTROLLED BY THE ORGANIZATION:



THE MAIN TYPES OF WORK-RELATED INJURIES:

work-related injuries with serious consequences:

1. pinched/pushed


work-related injuries:

1. cut



605,612 h

Number of hours worked

 No work-related fatalities or illnesses have been reported.



EMPLOYEE PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL SAFETY AND HEALTH PROTECTION

1. Workplace surveys as part of the risk assessment Information and updates from the workplace safety at our SharePoint. Reporting of accidents and near misses with direct information flow to the local responsible persons and the work safety team.

2. Quarterly ASA meetings per site/branch with the following participation as shown graphically below.





15

EQUAL OPPORTUNITIES

In addition to professional competence, key objectives in recruitment are equal opportunities, the rejection of discrimination of any kind and the reconciliation of work and family life.



In addition to professional competence, key objectives in recruitment are equal opportunities, the rejection of discrimination of any kind and the reconciliation of work and family life. It is anchored in many ways and is reflected in important parameters. Equal opportunities apply in particular to staff selection, vocational training and continuing education, staff development and remuneration.

JOB ADVERTISEMENT AND APPLICANT SELECTION

Equal opportunities, compliance with the legal provisions of the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz – AGG) and the rejection of discrimination already begin with the job advertisement and employee selection.

All vacancies to be filled at Geis are advertised on the job portal in a gender-neutral manner. Applications for vacancies are open to all persons inside and outside the company. Only objective and professional criteria as well as the ability to work in a team play a role in the selection of applicants. Gender, origin, or disability are not admissible selection criteria.

EDUCATION AND TRAINING

For many years, Geis has continuously and successfully trained more than 300 people each year in nine different professions. The professions are divided into industrial, commercial, and IT-technical occupations. Employees with national and international backgrounds can be found in all professions. Special support and training measures are offered and implemented for young people and adults in need of individual support:



Internships within the framework of training preparation

Introductory training programme in cooperation with the Employment Agency (Agentur für Arbeit)

- This is a long-term internship similar to training, with remuneration for the interns
- If the internship is successful, the trainee is subsequently taken on as an apprentice
- Usually five EQ trainees per year

Numerous internships (usually 1-2 weeks) and career orientation days for pupils from vocational integration classes (vocational integration classes; refugees), for pupils in the vocational preparation year or via providers of measures for career entry support

- Approximately 25-30 internships per year



Training places for applicants with special needs (“learning focus”)

- Training as a warehouse specialist
- Attendance of special vocational schools necessary
- Significantly higher supervision costs than for “normal” trainees
- Approx. 2-3 trainees per year





SUPPORT SERVICES FOR GENERAL EDUCATION SCHOOLS IN THE FORM OF:

- Participation in career information days
- Lectures in school classes about apprenticeship occupations and further development prospects after the end of training
- Support in drawing up application documents, preparation, and conduct in job interviews



Support for employees without vocational qualifications or with qualifications from other fields:

- Organisation and support in applying for qualification measures and during ongoing measures
- In cooperation with the employment agency, pension insurance and various training providers
- Approximately three measures per year (depending on admission requirements by the employment agency or pension insurance)



Cooperation in internships, career entry support, trainees with support needs, qualification of employees without qualifications, etc. with:

- Employment Agency, Job Centre
- "Schlau Übergangsmanagement" ("Smart transition management") from the Office for Vocational Schools, Nürnberg
- Integration Service (IFD) Upper Franconia
- German Chambers of Industry and Commerce (IHK)
- Vocational schools (for vocational preparation year vocational integration classes and vocational integration classes)
- Vocational training centre
- SOS Children's Villages
- Kolping training centres
- German Employees Academy (Deutsche Angestellten Akademie – DAA)
- Dekra



Support for recruited trainees:

In the case of underperformance – tutoring to accompany training (ausbildungsbegleitende Nachhilfe – abH) in cooperation with the Employment Agency.

- Tutoring oriented specifically to performance deficits and takes place at external training locations
- Participation is also possible during working hours
- Tutoring within the company, by colleagues
- Exam preparation for intermediate and final exams for all training occupations
- Regular discussions with trainees
- If necessary, avoiding performance worsening
- Finding out where trainees have problems (e.g., school, environment) in order to be able to offer them appropriate support
- Central procurement of training material
- Textbooks and aids are very expensive
- No costs for trainees and their families





The Geis training programme is planned and implemented according to the needs and is open to all employees. Participants are selected exclusively according to their individual qualification needs. The same applies to the promotion of potential. In addition to qualifications, the decisive factors for participation in measures to promote potential are commitment, ability, and willingness to engage in professional development.

REMUNERATION

When assessing wages and salaries in the respective positions and functional areas, the factual, professional requirements, the degree of responsibility to be assumed as well as the individual performance are the decisive factors. Gender or origin do not play a role.

INTEGRATION OF REFUGEES

Geis is also committed to the integration of refugees. Already at the beginning of the wave of refugees in 2015, refugees were trained and employed in the company.

DIVERSITY OF NATIONALITIES

The cooperation of all employees in the company in a spirit of partnership has the highest priority. Managers are required to ensure that no one is discriminated against or disadvantaged on the basis of race, origin or religious conviction. If employees have their place of residence and family centre abroad, they receive special support at Geis with regard to accommodation, care and family-friendly working time models that make it possible to reconcile work and family life.



The employees at Geis have a total of 79 different nationalities.

So far, no qualitative and quantitative targets have been defined. These will be jointly defined with the management for the year 2023.



16 QUALIFICATIONS

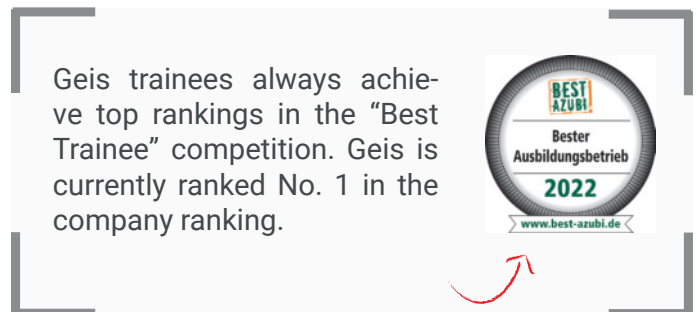
Geis relies on a holistic training, education, and development concept in all departments and across all career levels – from trainees to managers.

VOCATIONAL TRAINING

Talent acquisition and retention is a key focus area of the sustainability strategy. Only those who have sufficient personnel capacities in the future will be successful in the market. In order to counteract the risk of demographic change, it is crucial to attract qualified employees and retain them in the company.

A shortage of skilled workers, increasingly complex requirements in freight forwarding, logistics and IT, and constant growth require a sustained commitment to the training, promotion, and further development of all employees. Geis relies on a holistic training, education, and development concept in all departments and across all career levels – from trainees to managers.

Vocational training has traditionally been a high priority at Geis. For years, junior staff have been continuously and systematically prepared for a successful career, both professionally and personally. At the locations in Germany, an average of around 300 potential skilled workers are trained in nine professional fields. The training follows a clearly structured overarching training concept that is specifically implemented by training officers and trainers at the locations. The quality of the vocational training is reflected in the final results. Geis trainees are regularly among the best in their class at vocational schools. The employment rate is close to 100% after successful completion of training.



Geis trainees always achieve top rankings in the “Best Trainee” competition. Geis is currently ranked No. 1 in the company ranking.

DISTRIBUTION OF THE TOTAL OF 288 TRAINEES IN MARCH 2022

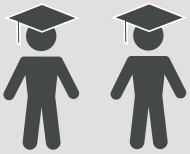




STUDENTS IN A DUAL COURSE OF STUDY

For ten years, Geis has been the practical partner for dual students in the fields of logistics and logistics management at Fulda University of Applied Sciences. A new addition is the dual computer science course in cooperation with the Würzburg-Schweinfurt University of Applied Sciences. Every year, an average of around ten dual students spread over all semesters alternate between study semesters and practical semesters to prepare for their future specialist and management tasks in the company.

Over 20 graduates of the dual study program



During the practical semesters, they are deployed at at least three different locations. This helps to build a network and supports the long-term anchoring of the young professionals in the company. Almost all of the more than 20 graduates of the dual study programme have gone on to take on demanding technical and management tasks at Geis.



A total of 5,670 training hours took place in 2021.



COMPETENCE DEVELOPMENT AND PROMOTION OF POTENTIAL

After training, the focus stays on the continuous and systematic development of the competences of all employees. Regular feedback and competence assessment meetings are used to determine individual qualification needs. The resulting measures range from internal and external, individual, or group-related training and education, individual coaching to the targeted transfer of project tasks.

GEIS TRAINING PROGRAMME

The internal training programme is open to all employees in consultation with the respective managers. The programme includes training on leadership, communication, work techniques and stress management. This programme is designed and managed across all locations. Specific knowledge and specialised skills are designed and trained by the locations according to requirements. Before the Corona pandemic, staff received an average of 11.5 hours of training per year. Due to the pandemic, many classroom trainings had to be switched to online trainings.

In 2022, a project team will work on collecting key figures to promote the employability of all employees, especially with regard to (further) education, health management, digitalisation and dealing with the challenges of demographic change. Quantitative targets are to be derived on this basis. This is expected in the sustainability report for the 2023 business year.

The average number of hours spent by the company's employees on education/further training could not be determined so far. A breakdown by gender and employee category is not yet possible. The Geis Group will collect this key figure from 2022 and report it in future sustainability reports.

Due to the Corona pandemic, training activities were significantly reduced in order to avoid infections in the company. In addition, the Geis eLearning platform was further expanded. The statutory and urgently required trainings were implemented in compliance with the protection and hygiene concept.

PERSONNEL AND AGE STRUCTURE OF THE GEIS GROUP IN 2021

CONTROL ORGANS - GENDER*:

Male

100%

Female & Various : 0%

CONTROL ORGANS - AGE GROUP*:

Over 50 years old

75%

30 – 50 years old

25%

Under 30 years old: 0%

VULNERABLE GROUPS:

Employee

3,55%

Controll organs : 0%

EMPLOYEE - GENDER:

Male

74.69%

Female

25.31%

Various: 0%

EMPLOYEE - AGE GROUP:

Over 50 years old

27.67%

30 – 50 years old

74.69%

Under 30 years old:

23.49%

*Managing Director of Geis Holding GmbH & Co. KG



0 No discrimination incidents were recognised in the financial year 2021.



17 HUMAN RIGHTS

The Geis Group's goal is to ensure that there are no human rights violations, either within the company itself or at its indirect and direct suppliers.

CODE OF CONDUCT

The company has a Code of Conduct that defines the principles of the Geis Group with regard to responsibility for people and the environment. This Code of Conduct is binding for all employees and direct suppliers of the Geis Group.

The Code of Conduct has been signed by the Management and is available for download on the company's website in German and English.



The Code of Conduct of the Geis Group contains regulations on:

- 1 compliance with the law
- 2 data protection
- 3 ban on corruption and bribery
- 4 conflicts of interest
- 5 respect for the fundamental 5 rights of employees
- 6 ban on child labour
- 7 employee health and safety
- 8 environmental protection
- 9 supply chain

Compliance with the Code of Conduct within the Geis Group is ensured by the Management, the executives and the personnel management. Compliance is monitored through internal audits. All employees are regularly trained on the contents of the Code of Conduct and must document their awareness through a training certificate.

The management also expects its contractors to assume responsibility for people and the environment and therefore requires them to sign a corresponding declaration (Code of Conduct declaration for suppliers) (e.g., when concluding a contract). The company reserves the right to change the requirements of the Code of Conduct in an appropriate manner for important reasons. In this case, Geis expects its contractors to accept these changes.

There were no previous targets for the criterion of human rights. Reporting will take place with the sustainability reporting for the year 2022.

There are no investment agreements at the Geis Group that contain human rights clauses. The Code of Conduct is an integral part of every contract concluded. Ad hoc transactions (e.g., freight purchases via freight exchanges) are excluded from this.

The Geis Group operates exclusively in the European Union and Switzerland. Due to the existing EU law and the legal ordinances in Switzerland, serious human rights violations are unlikely, as they are enshrined in law. Compliance with the Code of Conducts in the company is ensured through internal audits.

In addition, the Geis Group subscribes to codes of conduct from customers, which in all cases include the ILO Core Labour Standards. Compliance with these customer specifications is checked in the course of customer audits. In the past, there were no abnormalities in this regard. Responsibility for human rights issues is to be reorganised in preparation for the Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz), which will come into force in 2023. It is to be located in the environment of the Sustainability Department.



The suppliers of the Geis Group are evaluated annually in the ERP system. Influencing factors include compliance with the Code of Conduct, the Minimum Wage Act, and the General Data Protection Regulation, as well as the environmental compatibility of the materials used. These criteria also apply to new suppliers. Only if all criteria are met are they included in the ERP system and thus approved for procurement processes.

All suppliers were assessed for social impact.



No significant actual and potentially negative social impacts were identified.

All major suppliers receive the Geis Group Code of Conduct before signing the contract and must countersign it.

In the course of implementing the Act on Corporate Due Diligence Obligations in Supply Chains as well as the Whistleblower Protection Act, processes for measures in case of conflict, cooperation with other actors and risk assessments in relation to countries and sectors are implemented or reorganised.

Within the scope of the process analysis, the risk was identified that suppliers might not comply with the country-specific minimum wage requirements. In order to minimise this risk, it is necessary to, before placing the order, make sure that the contractors comply with the country-specific minimum wage requirements for the employees deployed. Therefore, the document "MiLoG* Agreement with Contractor" must be sent to the permanent/regular contractors and their signature must be requested.

* Mindestlohnengesetz or "MiLoG" = minimum wage law

0 Percentage of suppliers for which significant actual and potential negative social impacts have been identified and improvements agreed as a result of the assessment.

Percentage of suppliers identified as having significant actual and potential negative social impacts and, as a result, business relationships terminated, and reasons for this decision. **0**



Due to the increased requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltspflichtengesetz), which will become binding for the Geis Group as of 1 January 2023, there are higher requirements for risk management. These will be implemented until the law comes into force.

The company's employees are regularly trained in human rights compliance as part of the MVA training (MVA = management procedural instructions). Compliance with human rights is checked as part of the internal audits.



18

CORPORATE CITIZENSHIP

Geis as a whole, as well as each individual branch office and location, sees itself as a responsible part of society – connected to the people and the regions.



The Geis Eurocargo GmbH running team in Ohrdruf took part in the 13th company run in Erfurt.



Our packaging company supported the project of a local workshop for the disabled with insect hotels.

CONNECTION

Geis as a whole, as well as each individual branch office and location, sees itself as a responsible part of society – connected to the people and the regions. Geis strives to establish and continuously expand long-term relationships of trust with customers, partners, neighbours and communities. Active participation in local events, sponsoring associations and events or supporting fundraising campaigns is a matter of course for Geis. Each branch and location have the opportunity to determine the focus of its activities, depending on the local situation.

The Geis Group complies with the disclosure requirements pursuant to paragraph 325 of the German Commercial Code (HGB). The information is publicly available in the Federal Gazette. Further information is not communicated.



Traffic education in the Naila region - donation of 250 high-visibility vests for children.



Support of an aid project in the context of the development work between Uganda and Germany.



Sponsoring of a new set of club jerseys by our branch in Kuernach.

UMWELT + KLIMAPAKT BAYERN

The aim of the Environmental and Climate Pact is to motivate businesses, companies, and state institutions to make voluntary environmental efforts. If efforts are made to achieve even more sustainability beyond the legally required level of corporate environmental protection, all stakeholders and especially the environment can benefit.* As a member of the Bavarian Environmental + Climate Pact, the Geis Group is committed to sustainable and environmentally compatible business practices and the preservation of our natural resources.



©Bayerisches Staatsministerium für Umwelt und Verbraucherschutz

*Source: Bavarian State Ministry for the Environment and Consumer Protection



©Hessisches Ministerium für Umwelt, Klimaschutz, Landwirtschaft und Verbraucherschutz

ENVIRONMENTAL ALLIANCE HESSE

The Environmental Alliance Hesse is a voluntary agreement between the Hessian state government, the Hessian business community, and the leading municipal associations. In its voluntary commitment to the Environmental Alliance Hesse, the Geis Group commits to the following principles:

- Sustainable action in companies
- Strengthening Hesse as a business location
- Transparent information for the public
- Trusting cooperation between partners



19 POLITICAL INFLUENCE

The Geis Group does not exert any political influence on legislative procedures. In new legislative procedures, the company's interests are represented by the corresponding associations.

The Geis Group does not exert any political influence on legislative procedures. In new legislative procedures, the company's interests are represented by the corresponding associations.

However, the memberships are not so much based on political influence, but rather on the use of specific services such as consulting, legal advice and networking.

There are memberships and partnerships primarily in industry-specific associations and federations, in the

chambers of industry and commerce of the respective branches and location, and in regional business development associations.



The Geis Group is not politically active in any organisation and does not make any financial donations or contributions in kind to political parties or institutions.

THE GEIS GROUP IS A MEMBER OF THE FOLLOWING ORGANISATIONS:

**FÖRDERKREIS UMWELT
UNTERFRANKEN E. V.
(ENVIRONMENTAL PRO-
MOTION ASSOCIATION
OF LOWER FRANCONIA)**



**BVL - BUNDESVEREINIGUNG
LOGISTIK E. V. (FEDERAL LO-
GISTICS ASSOCIATION)**

Mitglied der **BVL⁷**

**DSLVL - BUNDESVERBAND SPE-
DITION UND LOGISTIK E.V.
(FEDERAL ASSOCIATION OF
FREIGHT FORWARDERS AND
LOGISTICS)**



**LBS - LANDESVERBAND
BAYERISCHER SPEDITEURE
E.V. (BAVARIAN FREIGHT FOR-
WARDERS' ASSOCIATION)**



**GERMAN CHAMBERS OF INDUSTRY AND COMMERCE (IHK)
IN THE REGIONS OF THE RESIDENT BUSINESS PREMISES**



②0 CONDUCT THAT COMPLIES WITH THE LAW AND POLICY

The Geis Group undertakes to comply with all laws, regulations, ordinances, and official requirements, etc. applicable to the company.



COMPLIANCE WITH LAWS AND GUIDELINES

The Geis Group undertakes to comply with all laws, regulations, ordinances, and official requirements, etc. applicable to the company. Legal certainty and conformity are only given if all relevant laws, binding obligations, and regulations are known and implemented throughout the company.

The responsibility basically lies with the entrepreneur or his legal representative and is delegated to the managers through the “delegation of entrepreneurial duties”. The entrepreneurial duties as a whole can only be transferred to the management levels up to divisional management, branch or site management. The managers concerned have the task of ensuring legal compliance in their area of responsibility on their own responsibility, of proactively informing themselves about the relevant legal requirements and their amendments, and of ensuring that they are announced and implemented in their area of responsibility. A legal register has been set up on the intranet to support the management and executives. The relevant areas of law are mapped there. Each area of law is supervised and updated by a responsible company department, specialist department or person. For queries and suggestions for improvement or additions, at least one person is named for each legal area.



MINIMUM WAGE AND WORKING HOURS

Compliance with the national minimum wage requirements is ensured within the Geis Group by all responsible offices under the control of the Wage + Salary Department. In addition, the law requires that the Geis Group, before placing an order, makes sure that its contractors comply with the country-specific minimum wage requirements for the employees deployed for the services rendered for Geis.

Compliance with the requirements for maximum working hours and non-working hours is monitored via the software-controlled working time recording system. Corresponding workflows and automatic notifications enable managers to control this accordingly.

Compliance with driving times (e.g., according to the Regulation concerning driving personnel/Regulation (EC) No. 561/2006) is ensured through consistent analysis of the driver card and tachograph data of the driving personnel in a separate software solution at all branches with their own vehicle fleet.



TRAINING OF MANAGERS AND EMPLOYEES

All managers and employees are regularly trained on the internal standards of conduct as part of the MVA training (MVA = management procedural instructions). Their acknowledgement must be personally countersigned on a training certificate.



DATA PROTECTION

Numerous measures have been taken to ensure compliance with the General Data Protection Regulation (GDPR). The individual regulations are described in the management procedural instruction “Data Protection Guideline”. The Geis Group has appointed a data protection officer to perform advisory and monitoring tasks in accordance with the GDPR. To support him/her, data protection managers have been trained to ensure compliance with data protection requirements at the individual locations and branches. The employees are regularly trained on the “Ten Golden Rules of Data Protection”.



COMPLIANCE

The topic of compliance is the responsibility of the central specialist departments in the Geis Group. Each legal area is looked after by a responsible company division or department or person. The entities involved are, for example, the Legal Department, Central Quality Management or Human Resources Management. In the event of changes, direct coordination with the Management takes place. There were no previous targets for compliance.

A reporting is carried out with the sustainability reporting for the year 2022. A risk analysis on corruption and bribery has not yet been carried out. Reporting will also be carried out with the sustainability report for the year 2022.

The topic of corruption risks must be included in the risk assessment of the locations/branches and will therefore be evaluated in the next reporting year.

No confirmed incidents of corruption came to light during the reporting period.

Compliance with legal regulations and ordinances is a matter of course for the Geis Group. The basis for this is the respective valid legal regulations. In the reporting period, no violations of legal regulations became known. The legally relevant incidents are assessed as part of the annual management review.

OVERVIEW OF GRI INDICATORS

In this DNK declaration, according to the „comply or explain“ principle, the following were listed GRI indicators reported. This document references the GRI Standards 2016 where included in the table not otherwise noted.

Area	DNK criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action 2. Materiality 3. Objectives 4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility 6. Rules and Processes 7. Control 8. Incentive Systems 9. Stakeholder Engagement 10. Innovation and Product Management	GRI SRS 102-16 GRI SRS 102-35 GRI SRS 102-38 GRI SRS 102-44 G4-FS11
ENVIRONMENT	11. Usage of Natural Resources 12. Resource Management 13. Climate Relevant Emissions	GRI SRS 301-1 GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-3 (2020)* GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights 15. Equal Opportunities 16. Qualifications 17. Human Rights 18. Corporate Citizenship 19. Political Influence 20. Conduct that Complies with the Law and Policy	GRI SRS 403-4 (2018) GRI SRS 403-9 (2018) GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1 GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2 GRI SRS 201-1 GRI SRS 415-1 GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

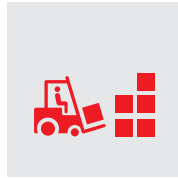
* GRI has adjusted GRI SRS 306 (Waste). The revised version will come into effect on January 1st, 2022. In the course of the numbering for the reporting of waste generated has changed from 306-2 to 306-3.



ROAD SERVICES



AIR + SEA SERVICES



LOGISTICS SERVICES



Global Logistics

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The
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