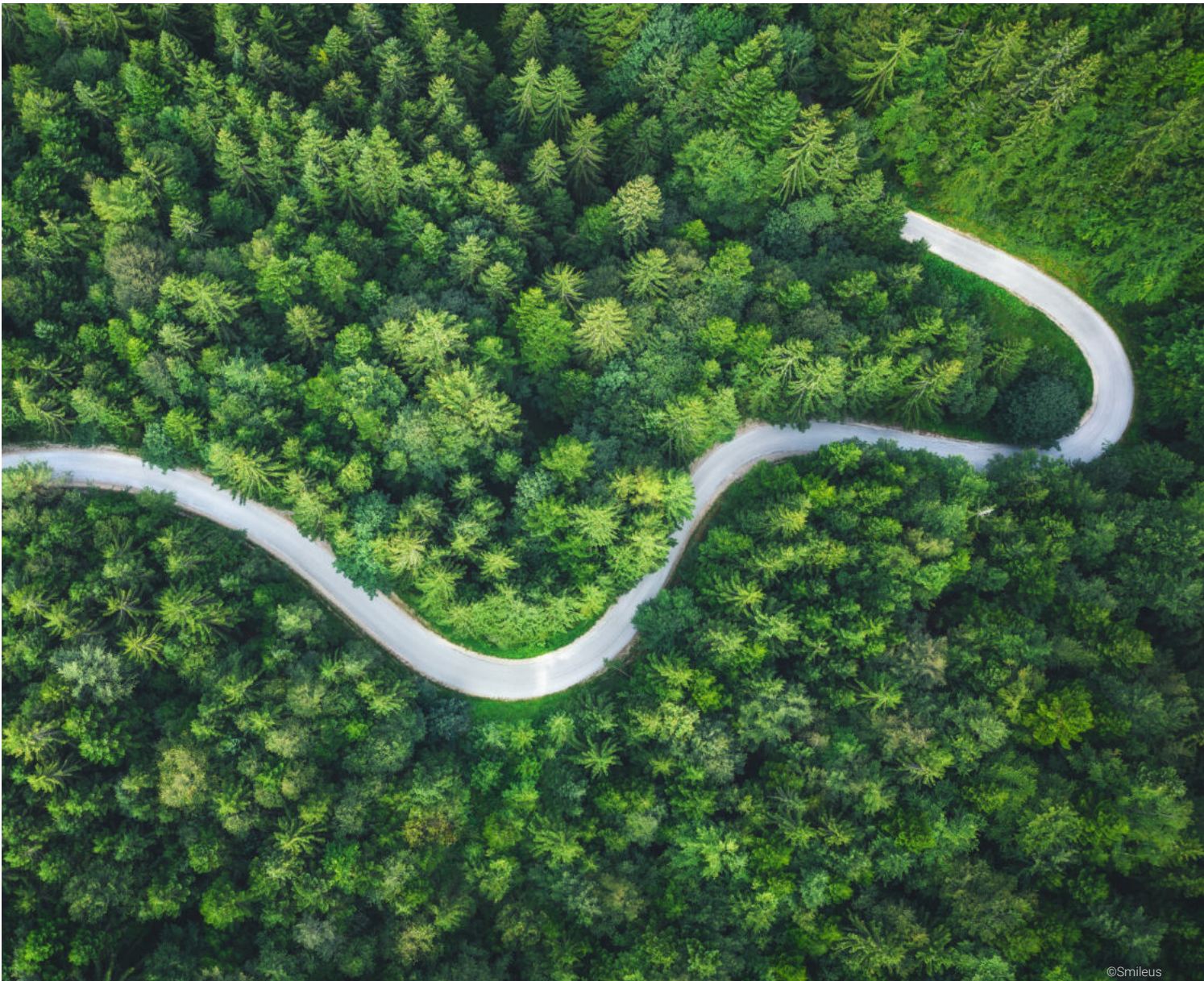


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Global Logistics



SUSTAINABILITY REPORT GEIS GROUP

> 2022

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The sustainability report was created in accordance with the German Sustainability Code. The DNK declaration 2022 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.



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

FOREWORD BY THE MANAGING PARTNERS

Our Group has embarked on the path to climate neutrality - with our „MissionZero“ program, we want to significantly reduce our carbon footprint by 2040. However, this ambitious plan is by no means the only one we want to implement with our new, broad-based sustainability strategy. Our overarching goal is to establish a sustainable corporate culture - and thus secure the long-term success of our company. To achieve this, we are harmonizing all three areas of sustainability: environmental protection, social commitment and economic performance. In recent years, we have already put a lot of things in place for our employees - from work and health management, ongoing training and personal development to benefits such as company discounts and bicycle leasing.

According to a Focus study, we are already one of the best employers in Germany and have been named the best logistics training company for the second time in a row by Verkehrs-Rundschau in 2022. Nevertheless, we also want to continue to develop in this area in the interests of a sustainable corporate culture. Of course, this also applies to our cooperation with our customers. By continuously reviewing the quality of our services, optimizing processes and offering new services, such as our „Carbon Neutral“ products, we aim to create lasting customer satisfaction. In this sustainability report, we show which sustainability

priorities Geis is focusing on and what results we have achieved by the end of 2022. For the first time, we are also including the Group's foreign companies in the Czech Republic, Slovakia, Poland, Hungary, Luxembourg and Switzerland. „We have already made good progress on our path to climate neutrality in a short space of time.

Of course, we are aware that we are only at the beginning of a long journey that will demand a lot from us,” Hans-Wolfgang Geis and Jochen Geis stated. „We are consciously accepting this, because in the end we want to create real added value for the environment, for our employees and for our customers with our commitment to sustainability“

With best regards,
Your Geis Family

ENVIRONMENTAL AND CLIMATE PROTECTION ARE FUNDAMENTAL GOALS FOR GEIS IN ORDER TO ENSURE THE COMPANY'S LONG-TERM SUCCESS.

HIGHLIGHTS 2022



JANUARY 2022
Geis develops autonomous local transport

FEBRUARY 2022
Automated guided vehicles (AGVs) organize the storage and retrieval processes for pallets at the World Distribution Center in Neu-Isenburg

APRIL 2022
IDS quality ranking - excellent quality is the basis for stability during the crisis

MAY 2022
Geis SK and Geis CZ awarded the „AAA Platinum Excellence Certificate“ by Dun & Bradstreet, which is the highest possible award for business excellence

JULY 2022
Geis Group tests electric trucks

JANUARY 2022
Geis SK wins innovation competition in cooperation with the computer club of the M. Rázus elementary school in Zvolen

MARCH 2022
Geis Group grows by almost 20 percent

MAY 2022
Geis Poland is recognized as „Poland's Best Employer 2022“ by Forbes magazine

JUNE 2022
Best trainee competition: Geis trainees from Kuernach take second place

JULY 2022
Air + Sea Germany, Poland and Switzerland organize transport of ambulances and fire engines to war zones in Ukraine

AUGUST 2022
General Transport in Switzerland organizes charter flights with urgently needed relief supplies to Moldova

SEPTEMBER 2022
Geis CZ takes part in the AVON charity run in Prague as a long-standing partner, providing financial support for women suffering from breast cancer

NOVEMBER 2022
Geis CZ takes part in ADRA CZ's charity run against „loneliness among seniors“ and takes third place in the Team Challenge

SEPTEMBER 2022
Over 300 cell phones donated at German Sustainability Days

OCTOBER 2022
Geis breaks ground in Ebersdorf for new sustainable forwarding terminal with wood-hybrid construction

NOVEMBER 2022
4,300 trees planted in the Czech Republic



Groundbreaking in Ebersdorf in October 2022

GENERAL INFORMATION

Founded in 1945 and headquartered in Bad Neustadt a. d. Saale, the Geis Group today has 6,593 employees at 125 of its own network and logistics locations and an international partner and cooperation network at the economic hubs. As an owner-managed company, Geis masters the entire range of logistics services: from classic truck transportation to global air and sea freight to complex logistics services. In collaboration with efficient partners and cooperations, Geis offers its customers comprehensive logistics and transport solutions in Germany and throughout Europe. 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. Geis has already been named "Bavaria's Best 50" several times and has been awarded the Bavarian Quality Prize. According to the study "Top 100 in European Transport and Logistics Services 2022", which was conducted by the Fraunhofer Institute and published by DVV Media Group GmbH, Geis is one of the top 25 logistics companies in Germany. The family-owned company continuous-

ly invests in growing markets, implements innovative solutions for its customers and is constantly expanding its services. Through innovation and digitalization as well as the use of modern technology, Geis meets the complex requirements and guarantees the highest quality.

The Geis Group with all its subsidiaries at all locations and in all countries acts as a family business with integrity in its business policy. It is important to Geis to respect the different cultures as well as the dignity and rights of people in all countries and, as an international logistics service provider, to assume responsibility for society and its standards. The company acts in accordance with ethical and legal principles based on the United Nations' Universal Declaration of Human Rights and ensures compliance with internationally recognized 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. 2.800 trucks/day
(440 own trucks)

910.000 m²
of logistics area



125
sites in Europe



7,3 Mio. t
of transported tonnage



11,6 Mio.
transport orders



6.593
employees

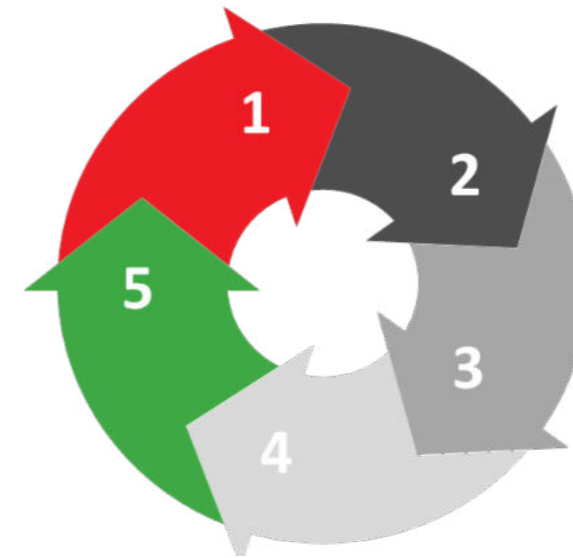


312
of which apprentices



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 their impact on its environment. Entrepreneurial activity and a focus on sustainable development have always been a maxim of the Geis family. The Geis family bears overall responsibility for the sustainability strategy and has declared sustainability to be an integral part of the corporate strategy.

Sustainable value orientation with regard to customer satisfaction, quality, professionalism, profitability, environmental awareness and integrity are the cornerstone for the development of the Geis Group. The family-owned company designs its processes to be environmentally friendly and works continuously to improve its energy-related performance and environmental balance.

In the knowledge that economic goals can only be achieved in the long term by treating the environment with the utmost care, the ecological use of raw materials has always been an important part of the Geis Group's corporate policy.

① STRATEGIC ANALYSIS AND ACTION

Sustainability is an integral part of the corporate strategy.

①

HARMONIZING ECONOMY, SOCIAL ISSUES AND ECOLOGY

The aim is to harmonize 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 and for its company – while reducing 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

Innovation and creating more value with fewer resources are key factors when it comes to doing business sustainably. Geis sees digitalization in particular as a key 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

In doing so, the Geis Group is also guided by national and supranational objectives such as the climate neutrality plans of the German government and the European Union or the Paris climate protection targets.

⑤

ORIENTATION TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS

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

Through the sustainable “MissionZero” program, the Geis Group aims to achieve climate neutrality by 2040. The company is already continuously reducing its CO₂ emissions through the use of renewable energies and alternative drive systems. With the “Geis Carbon Neutral” product, Geis Group customers have the opportunity to handle their logistics services in all three business areas in a climate-neutral manner. The central

fields of action for sustainable development within the Geis Group are aligned with 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. The Geis Group is also involved in the Bavarian Environmental Pact, the Hesse Environmental Alliance and the Lower Franconia Environmental Support Group.



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.

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

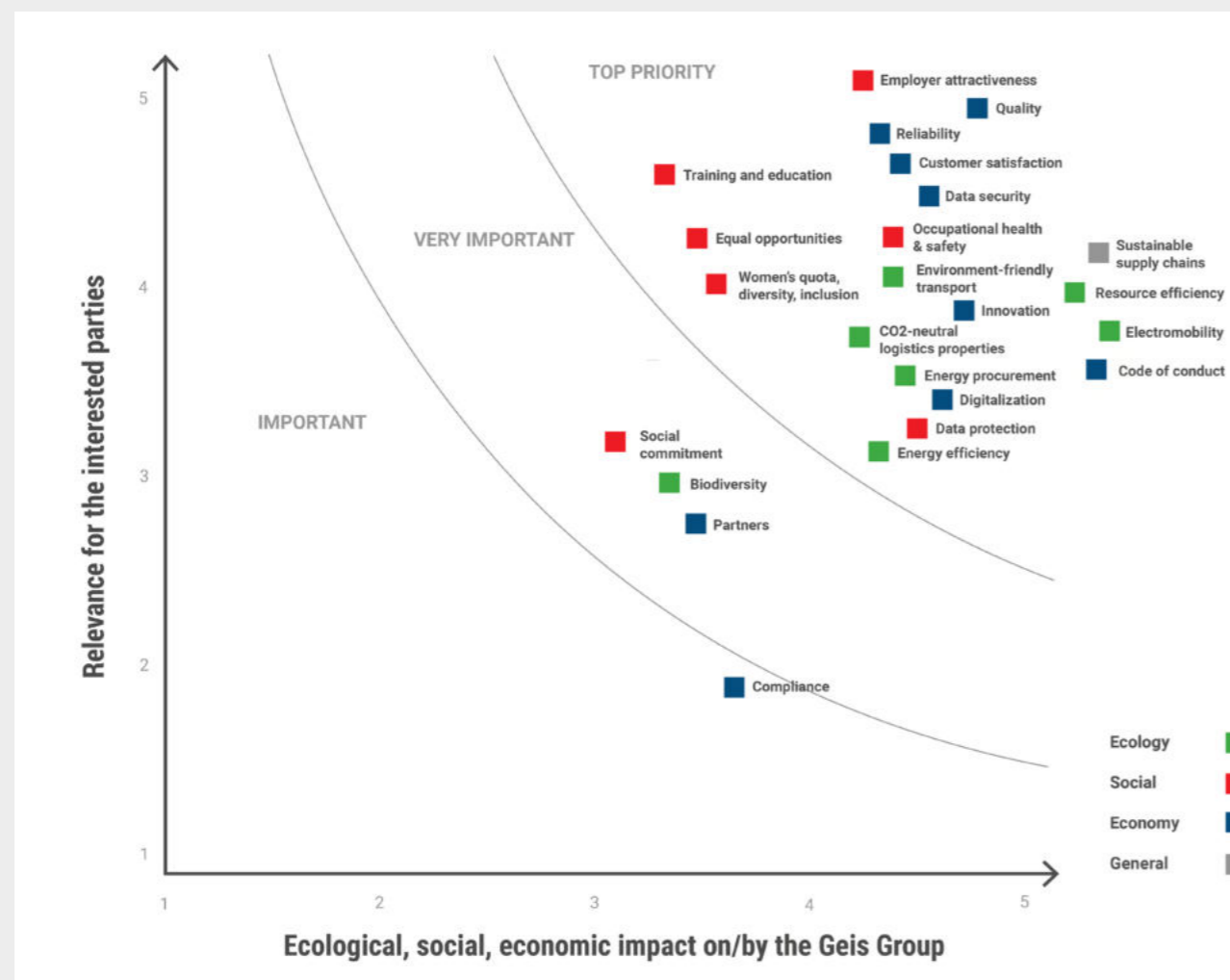
The most important stakeholders include employees, customers and business partners, suppliers, as well as the Geis family as shareholders. There is a continuous dialogue with the stakeholders. This exchange is used to identify important trends and developments in society and in the business areas – and 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 ecological, 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 multistage 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 prioritized even more strongly than last year. Topics such as energy efficiency, CO₂-neutral logistics properties and envi-

ronmentally friendly transportation continued to be rated as "most important" in the ecology dimension. In 2022, sustainable management in particular was again rated as very important in the area of economy. The revision of the Supplier Code of Conduct, which ensures non-discriminatory treatment of employees

and suppliers and compliance with human rights and environmental concerns, was also prioritized. Furthermore, the focus in 2022 was also on innovation and digitalization as well as customer satisfaction. High-quality services round off the topics in the area of economy. Due to the increasing shortage of skilled workers, a high level of employer attractiveness for employees and applicants as well as continuous training and development for employees is relevant for stakeholders. Employees and applicants expect

a reliable employer that makes it possible to balance work and family life. As a logistics service provider, Geis operates along global supply chains and provides highly complex services for its customers. The company also coordinates the entire supply chain and controls it using integrated management systems and with the support of IT systems.

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



In order to continue to position itself for the long term and future, the Geis Group has been working on new product solutions and investing more heavily in new technologies such as automated processes and artificial intelligence (see Innovation and Product Management criterion). The Geis Group's business activities generate the most emissions from road freight transport. However, air and sea freight and logistics real estate also have a significant impact on the environment and increase the greenhouse gas effect. In 2022, the Geis Group therefore not only continued to focus on reducing CO₂ emissions in its own fleet

and on alternative drive systems, but also on bio-fuel/SAF-powered assets with selected shipping companies and air freight carriers. Customers increasingly expect their logistics service providers to increase digital networking in the supply chain and offer innovative and digital services. Other requirements include resilience in the supply chain and sustainable transport and logistics services.



Numerous regulatory provisions in the EU and the Federal Republic of Germany mean an immense amount of work for the medium-sized Geis Group. In addition to the CO₂ tax, these include the EU mobility package, the Supply Chain Duty of Care 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.

Managing potential risks and opportunities responsibly is essential for sound corporate governance. Accordingly, the Geis Group's opportunity and risk policy aims to increase the value of the company without taking inappropriate risks. The Geis Group strives for profitable growth while taking sustainability-related goals into account



OPPORTUNITIES & RISKS



In the area of ecology, the emission of CO₂, noise and particulate matter is a significant negative aspect, especially in the logistics properties and our own vehicle fleet. The Geis Group therefore attaches great importance to reducing emissions wherever possible. In the area of hazardous goods/materials, experts are trained (e.g., hazardous goods officers) and all employees involved are trained.

A continuous improvement process is practiced here in the event of deviations. Conclusion: The Geis Group has been environmentally certified to ISO 14001 since 2005 and is continuously working to reduce its emissions. For example, almost the entire vehicle fleet has been converted to the Euro 6 standard and every branch carries out regular driver training courses for fuel-efficient 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 intelligent LED conversion or photovoltaic systems.

ECOLOGICAL RISKS



Another risk is demographic change, which is accompanied by an acute shortage of skilled workers – particularly in the area of professional drivers – throughout the logistics sector. The Geis Group is trying to retain its employees through a strong employee focus and other HR tools, which should lead to less fluctuation. Employee orientation, employee development and employer branding are continuously being expanded.

Conclusion Continuous risk controlling and risk management, including reporting, tailored to the corporate structure under the law on companies are important for the early identification of potential risks. The responsible management circles in the divisions are informed at regular intervals about identified risks and the defined measures. Particular attention is paid to risks arising from strategic decisions that could jeopardize the continued existence of the company.

Furthermore, it is of the utmost importance that business activities do not pose any risks to people, the environment or society.

SOCIAL RISKS



For the fourth year running, the Geis Group has had to deal with disrupted supply chains due to new and old crises and is therefore still experiencing significantly longer delivery times for certain goods in some cases. The ongoing war in Ukraine continues to have an impact on the Geis Group's risk situation. Particularly noteworthy is the rise in inflation and the associated increase in risks from higher energy, personnel and material costs. The economic slowdown and the subsequent restraint in demand on the one hand and the difficult availability of primary products and raw materials on the other are leading to fluctuating volumes in our customer business.

With the Supply Chain Act and the EU taxonomy, politicians have created new conditions for a sustainable economy. Cyber-attacks, which affected numerous companies in 2022, represent an entirely different but still significant risk.

ECONOMIC



CO₂
neutral

With its "MissionZero" program, the Geis Group has set itself the goal of being climate-neutral in Scope I and II by 2040. In the medium term, the company aims to reduce a total of 65% of CO₂ emissions from the base year 2020 by 2030.

**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

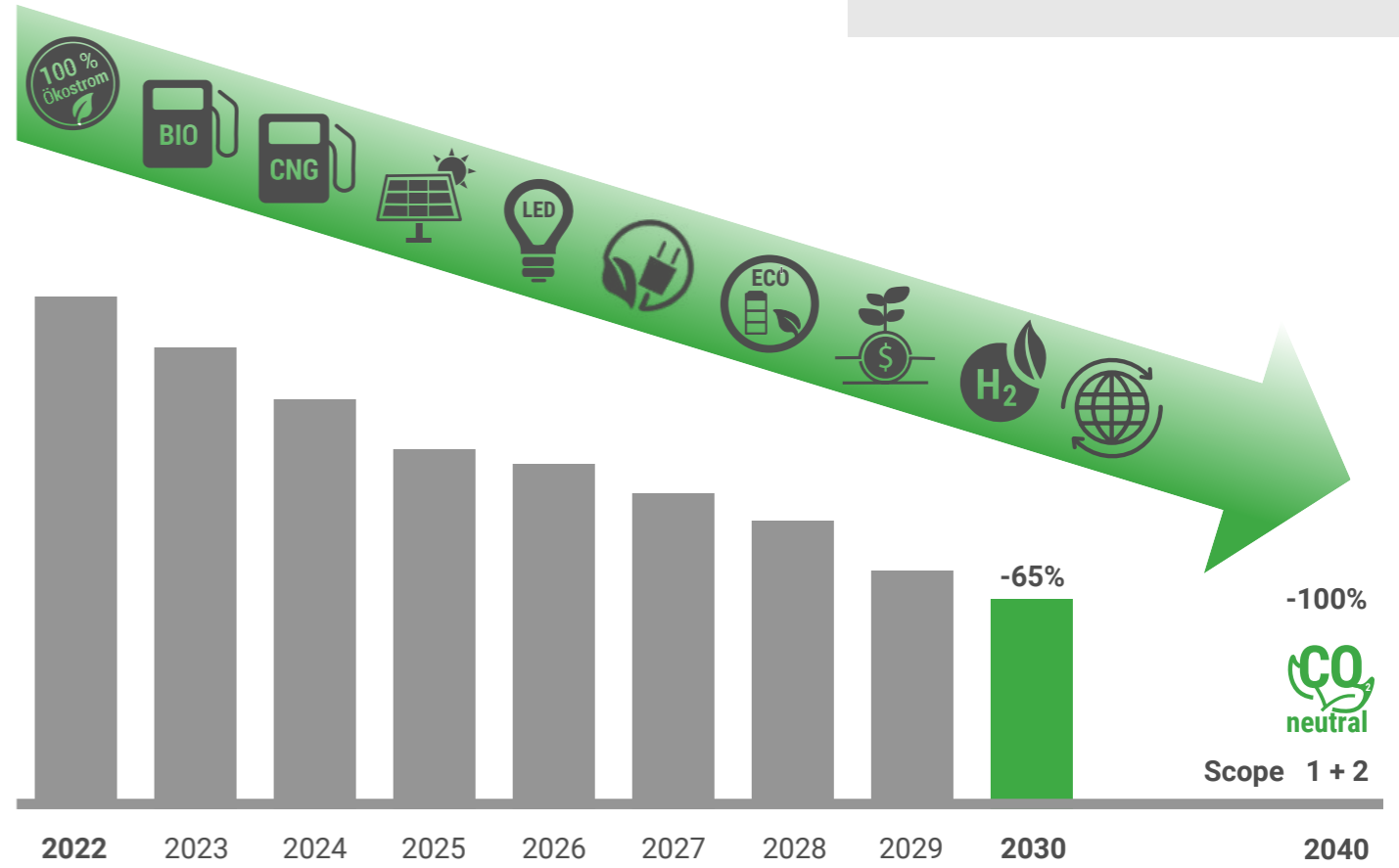
New buildings CO₂ neutral or build climate-positive investments in cross-sectional technologies.

RESOURCE EFFICIENCY

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

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.



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



The topic of climate protection has also become increasingly important in 2022. On the one hand, because the effects of climate change are being demonstrated to us ever more frequently and impressively worldwide, but also in Germany.

Secondly, because the political and economic requirements in this area are becoming ever stricter. The company is aware of its responsibility to make a sig-

nificant contribution to the decarbonization of the industry and thus the entire economy. In this way, the Geis Group is also helping its customers to reduce their own carbon footprint.

INCREASE IN ENERGY EFFICIENCY

A total of six lighting and charging infrastructure projects were implemented at the locations and branches.

INTRODUCTION OF BICYCLE LEASING IN GERMANY

All employees have the opportunity to lease a company bicycle. By the end of the year, 356 bicycles had been made available.

INCREASE IN OWN POWER PRODUCTION

The planned photovoltaic systems have not yet been installed. The main reasons for this were disruptive supply chains, supplier availability and delays at the local grid operators.

PURCHASE OF GREEN ELECTRICITY

Almost all locations and branches in Germany have switched to green electricity from hydropower. Due to termination deadlines for existing contracts, not everything has been converted yet. This is to be completed in 2023.

USE OF ALTERNATIVE DRIVE TECHNOLOGY

The economic implementation of battery electric vehicles requires funding for the subsidy program for climate-friendly commercial vehicles and infrastructure. No funding approval had been received by the end of the financial year, meaning that the vehicles applied for could not yet be ordered.

DIESEL REDUCTION IN THE TRUCK FLEET

Due to the positive business development of the Geis Group, the target of a 2% reduction (l/100 km) could not be achieved. Nevertheless, the measures to save fuel, e.g., fuel-efficient driving and conversion to Euro 6, have been successfully implemented.

TARGETS 2023



ECOLOGY





The Geis Group achieves the targeted reduction in emissions primarily through three measures:

Environmentally friendly transportation	CO ₂ -neutral logistics real estate	Resource efficiency
Increase the proportion of alternative drive systems in the truck fleet and for international transportation.	Constructing new buildings in a CO ₂ -neutral or climate-positive way. Investments in cross-sectional technologies.	Conscious use of resources through sustainable procurement and promotion of the circular economy.

Group-wide targets	Details of the objectives
Reduction of CO ₂ e emissions by 8%	In Scopes I + II according to the GHG Protocol compared to 2022
Increase in own electricity production	Investment and commissioning of four photovoltaic systems in Germany and the Czech Republic
Increasing energy efficiency	Implementation of at least five LED projects in our own properties
Sustainable procurement of promotional items	For the transport logistic trade fair, 100% of the give-aways are to be purchased sustainably.
Use of alternative drive technology	Procurement of at least three e-trucks including charging infrastructure
Diesel reduction in the truck fleet	Reduction of diesel consumption in own truck fleet by 2% percent (l/100 km)
Sustainable procurement of office supplies	Procure 75% of office supplies sustainably
Implementing printed matter sustainably	Print 100% of printed matter on FSC paper

ADDITIONAL DESTINATIONS IN THE NATIONAL COMPANIES




Targets Germany 		Details of the objectives
Purchase of green electricity		Use of green electricity in all branches with a central framework agreement.
Targets Czech Republic & Slovakia  		Details of the objectives
Electrification of industrial trucks		All industrial trucks in the business division are to be electrically powered
Optimization of the vehicle fleet		Complete conversion of the truck fleet to EURO 6 standard. Small vehicles are replaced by new, environmentally friendly vehicles.
Reforestation project		Increase the number of tree planting campaigns.
Targets Slovakia 		Details of the objectives
Energy controlling		Introduction of software for automated energy data collection.



The Geis Group takes targeted measures to offer all employees a safe, inclusive and motivating working environment:

Attracting and retaining the best talent	Company-wide occupational safety + health protection	Diversity in the company + equal opportunities
Strengthen employees' skills development and promote talent, compatibility of family and career	Reduction in the accident rate, establishment of a company health management system	Promotion of a diverse corporate culture and equal opportunities between the sexes

Group-wide targets 	Details of the objectives	
Increase in the number of eLearning courses by 5% compared to the previous year Conversion of classroom training into eLearning courses	Conversion of classroom training into eLearning courses	
Introduction of a suggestion scheme in the area of sustainability	Implementation in SharePoint and consultation with central quality management	
Reduction of work-related injuries	Reduction of work-related serious injuries (lost time greater than 30 days) by 5% through suitable preventive measures	
Number and rate of documentable work-related injuries	More consistent recording of near misses in SharePoint compared to the previous year	

ADDITIONAL DESTINATIONS IN THE NATIONAL COMPANIES

Targets Ger/Lux/Hun   	Details of the objectives	
Introduction of flexible working hours models	Job sharing, part-time models, mobile working, contract adjustments	
Introduction of easy language	Convert documented information into plain language, train employees	
Recruitment of trainees	Recruitment of 30 new trainees as professional drivers in the Road Services division Recruitment of 9 trainees as freight forwarding and logistics services clerks in the Air + Sea Services division	
Lean Management	Increasing the TOP maturity level per location Maintaining TOP professional status or increasing the TOP maturity level at the location through continuous identification + implementation of improvement potential in the area of logistics services	
Targets Poland 	Details of the objectives	
Dual study program	Training of two dual students in the field of FTL.	
Ladies First Program	Evaluation of the program by the participants.	
Prevention of occupational burnout	Stress management training for managers	



The Geis Group wants to secure its own long-term profitability in the face of globalized competition:

Innovation + digitization	Quality + reliability	Suppliers + Compliance
Development of innovative and digital business models to increase efficiency	Implementation of consistently applied quality management leads to high customer satisfaction	Implementation of "CoC", audits, selection procedures and risk assessment, corruption prevention

Targets Ger/Lux/Hun	Details of the objectives
Review of the agreement of human rights clauses	Top 20 suppliers per business unit to be reviewed, including Code of Conduct
Monitoring compliance with human rights	Five suppliers from the top 50 are to be checked for compliance with human rights using questionnaires
Targets Czech Republic	Details of the objectives
New transport management system	Introduction of a new transport management system for more operational automation, paperless processing and better traceability of shipments
Targets Poland	Details of the objectives
Raising employee awareness	Online sessions to promote an ethical and transparent corporate culture (Code of Conduct and whistleblowing).

TEN GOALS FOR SUSTAINABLE DEVELOPMENT

The Head of Sustainability, who reports directly to the owners of the Geis Group, is responsible for monitoring the strategic sustainability targets. The key figures are monitored using the NetZero Cloud carbon accounting tool from Salesforce and regular meetings with the management.

The Geis Group supports the Sustainable Development Goals (SDGs) from the 2030 Agenda, which stand for global sustainable development. The Geis Group has identified ten strategic goals that are closely linked to its business activities and therefore 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 Partnership for the goals (SDG 17)



The Geis Group supports the Sustainable Development Goals

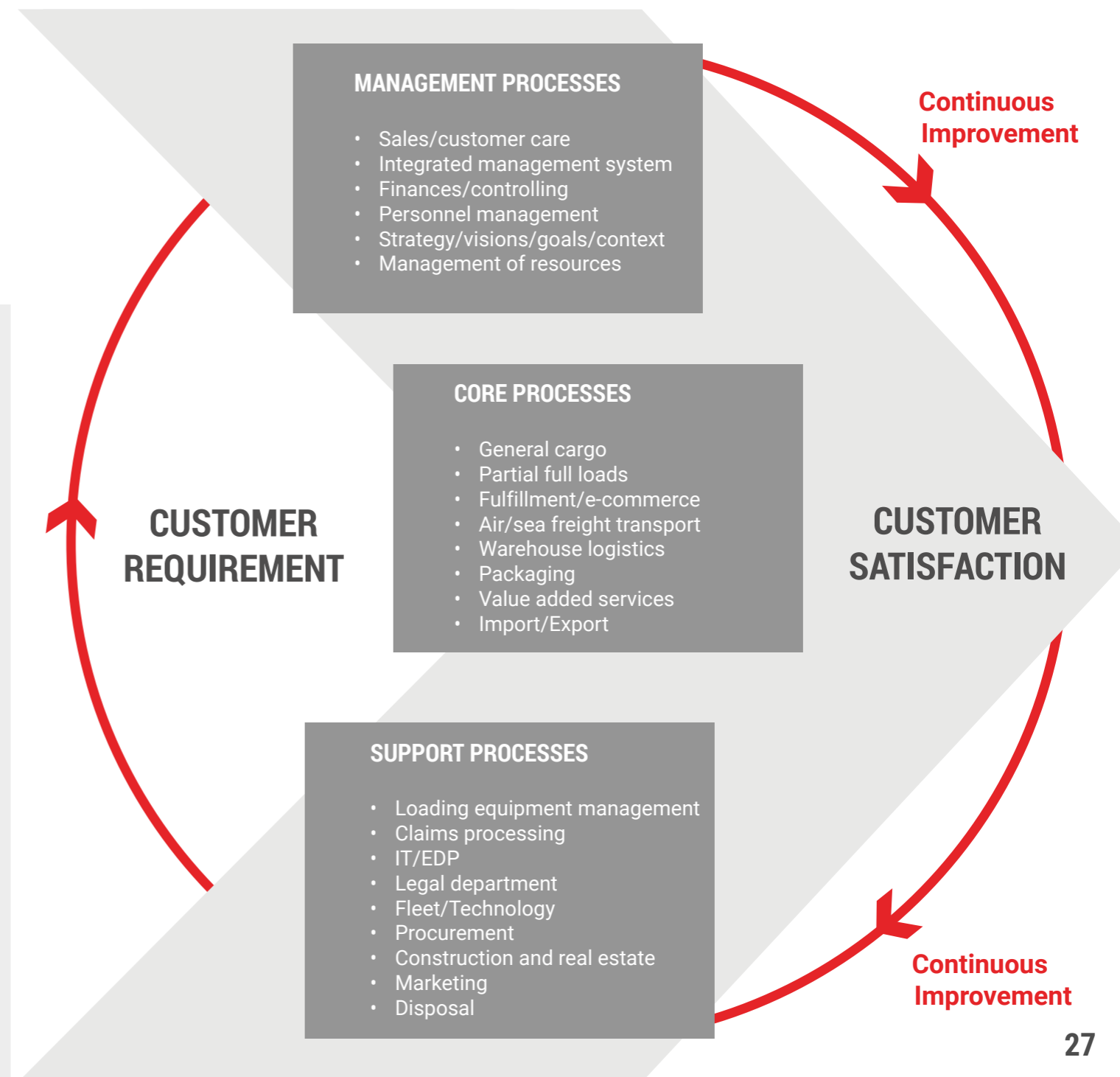


The Geis Group is a full-service logistics provider and has no classic industrial production in its service portfolio. Only the packaging plants in Erlangen-Frauenaurach and Unterschleißheim produce export packaging or packaging for hazardous goods. The Geis Group's processes serve to provide services that result in maximum customer satisfaction. While the processes in the road sector are largely standardized, the processes in the contract logistics and air + sea sectors are carried out according to the respective customer requirements. The portfolio is broadly based overall:

The Geis Group's active customer base includes small and medium-sized companies as well as corporations and DAX-listed companies from all sectors.

The Geis Group's sites and branches identify their opportunities and risks along the process chain and record these in documentation. At the same time, all processes are examined for ecological, economic and social sustainability risks and measures are introduced and their effectiveness evaluated as part of the continuous improvement process. In addition, the environmental aspects of the locations and branches are regularly analysed in all areas.

THE FOLLOWING DIAGRAM DEFINES THE PROCESS LANDSCAPE:



④ DEPTH OF THE VALUE CHAIN

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

PROCUREMENT AND EVALUATION CRITERIA

For the Geis Group, 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 compliance with current occupational health and safety, environmental and social standards by suppliers. Important evaluation criteria are in accordance with the guideline for the selection and evaluation of suppliers:

- the environmental compatibility of the materials used,
- compliance with the Code of Conduct, minimum wage laws and data protection regulations,
- general certifications (e.g., ISO 14001; waste management company, ...),
- 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 companies. The utilization of natural resources is specified in criterion 11.

PROBLEMS/MEASURES IN THE THREE DIMENSIONS OF SUSTAINABILITY:

The Geis Group's biggest CO₂ emitter is the Road Services division. Electric and, in particular, fuel cell trucks were not yet available for series production and could only be used for test purposes. Nevertheless, Central Fleet Management is working to continuously reduce consumption and the associated emissions. Thanks to a modern vehicle fleet, the use of telematics and the deployment of driver trainers, optimal use is possible despite the use of combustion technology. In addition, the process teams are continuously working on optimizing routes and vehicle utilization.

The Geis Group is counteracting the shortage of drivers in particular by offering attractive jobs. Fair treatment and respect for the performance of others are therefore a matter of course. After all, genuine team spirit and partnership can only be created when everyone pulls together. In addition to a modern working environment, Geis offers punctual payment, an attractive salary package and free work clothing. Geis also 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 this further so that the Geis Group as a whole can act sustainably.

RESPONSIBILITY

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

The implementation of systematic sustainability management at all levels of the company originates from the shareholders in the Geis Group. A separate staff department under the responsibility of the Head of Sustainability is committed to driving forward the further development of sustainability management with the involvement of all national companies. The teams are optimally networked with each other and regularly exchange information in order to achieve the strategic sustainability goals together.

This is where the company benefits from its flat hierarchy levels. The sustainability team reports regularly to the owners.

The importance of sustainability is emphasized "top down" in every division and department. Ultimate responsibility lies with the managers, who not only inform employees about sustainability and the company's sustainable development, but also promote measures for continuous improvement. The focus here is on the sustainable development of processes and services in order to identify potential for improvement and implement suitable measures for improvement.



⑥ RULES AND PROCESSES

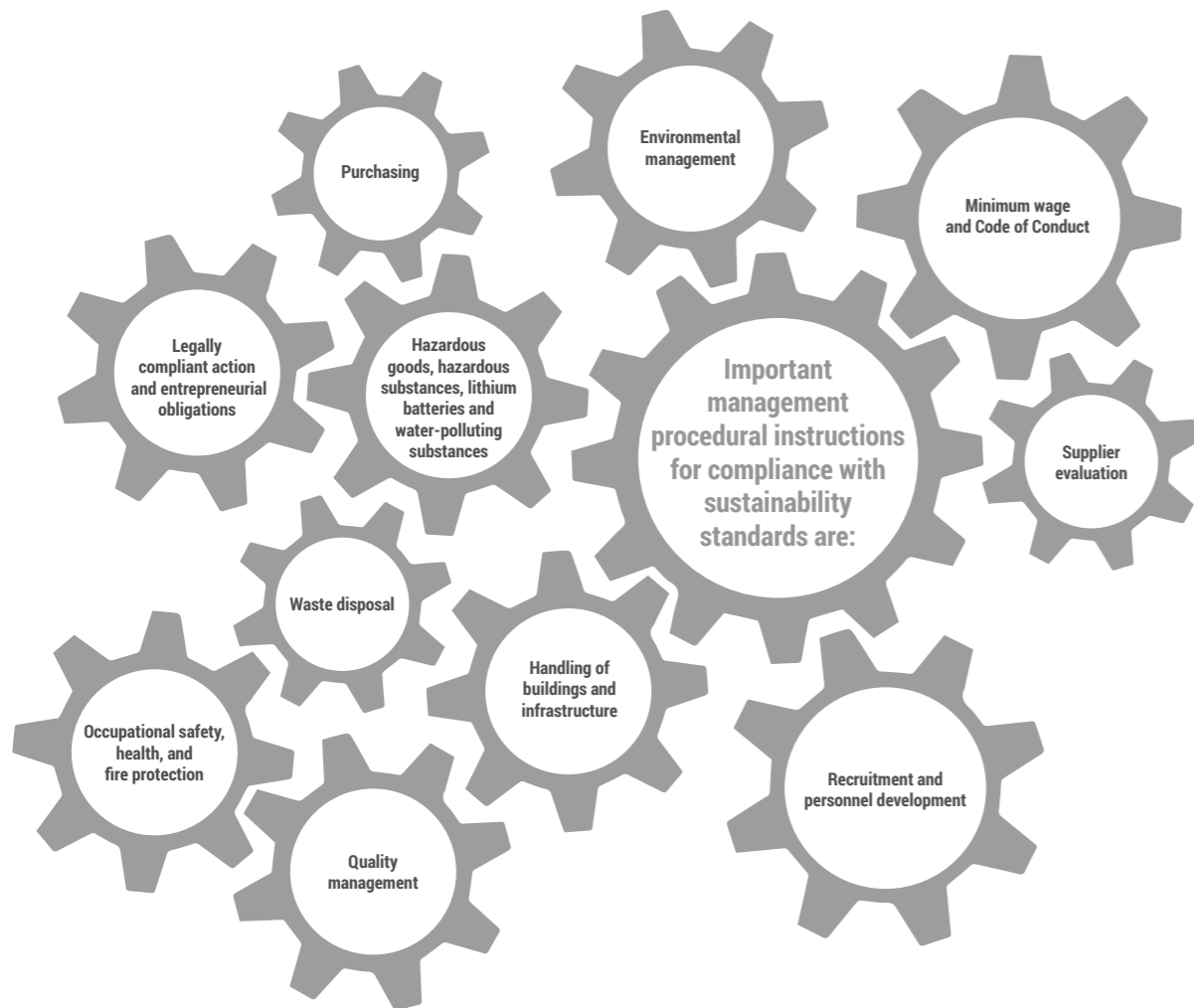
The management handbook, which also reflects the sustainability strategy and corporate policy, provides all managers and employees with a guideline for action.



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 guidelines for action. Central departments such as Human Resources, Occupational Safety and Central Quality Management have set out the key corporate requirements in central procedural instructions. These are

implemented by the management and are binding for all managers and employees.

Important documented records on compliance with sustainability standards include, for example:



Compliance with the requirements of the procedural instructions is regularly checked as part 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 Geis Group uses performance indicators as a key tool for managing and monitoring sustainability targets. They serve the continuous improvement process and the reduction of CO₂ emissions.

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

- Electricity consumption (kWh/m²)
- Heat consumption (kWh/m²)
- Diesel consumption of trucks and cars (l/100 km)
- AdBlue consumption (l)
- Waste according to the European Waste List (kg)
- Sickness rate
- Accidents
- Productivity rate
- Error rates

All performance indicators required for the Geis Group's sustainability reporting are measured individually for each national company and then consolidated across the Group.

The missing key figures in accordance with the required GRI performance indicators are not yet complete at the present time and will be collected successively in the following reporting periods.

The quality of the data is checked during the annual internal audits carried out by the QM teams. Furthermore, the Geis Group is certified in accordance with ISO 9001 and 14001 (Germany also ISO 45001) and is regularly audited by 3rd party audits (customer and certification audits).

As part of the integrated management system, the sites and branches carry out regular monthly communications in which the performance indicators from the areas of quality, occupational safety and the environment are discussed and, if necessary, measures are introduced. The measures are tracked in action lists. An effectiveness assessment is carried out after implementation.

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

The organization plays a pioneering role in Poland, where the „G-WAY“ project was implemented to raise awareness of corporate culture.

⑧ INCENTIVE SYSTEMS

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

There are various 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. In addition, various sustainability factors are also anchored in the criteria. The intangible services and benefits of the Geis Group are aimed at supporting the sustainable care and development of employees at Geis and increasing their loyalty to the company.

Particular attention is paid to the direct saving of fuel in land transportation. Therefore, "environmentally friendly and fuel-efficient driving" is a key criterion in the premium regulations for professional drivers. The Team Optimization Process (TOP) programme in the Contract Logistics division ensures the continuous improvement of processes and working methods in the company and is aimed in particular at the sustainable saving of all required resources. Specifically, this also involves projects to save energy or make more effective use of input materials. The achieve-



GEIS PENSION SCHEME

All employees have the opportunity to participate in a company pension scheme with attractive conditions. Due to different legal frameworks, different models are used in the individual national companies. The company makes the planned company contributions.

ment of TOP targets is specifically anchored in the incentive system in that the criteria "Completed TOP projects and fulfilment of TOP maturity level" are components of the target agreements of the logistics managers.

Qualified vocational training is also one of the key sustainability criteria, depending on the education system in each country. In this respect, trainees with very good examination results in their final examinations receive scaled bonuses in the very good grade range. The company also awards prizes for top placings in the German "Best Trainee" competition.



GEIS SHOPPING CARD

Employees receive money on a special credit card which they can use to pay in special stores.



SCALED CHRISTMAS BONUS

Geis pays Christmas bonuses or comparable bonuses to employees as a voluntary benefit.



ANNIVERSARY BONUS

Employees receive a special bonus on an important anniversary. The amount of the bonus depends on the number of years worked for the company. Referral bonuses The "Employees recruit employees" program gives employees the opportunity to promote Geis as an employer to friends and acquaintances. If successful, a bonus is paid out.



EMPLOYEE DISCOUNTS

As part of discount programs, all employees benefit from reduced purchase prices from numerous well-known manufacturers (e.g., corporate benefits)



REFERRAL BONUSES

The "Employees recruit employees" program gives employees the opportunity to promote Geis as an employer to friends and acquaintances. If successful, a bonus is paid out.

GERMANY



GEIS COMPANY BIKE LEASING

All eligible employees have the opportunity to lease a "job bike" at attractive conditions with tax relief as part of the company bike leasing scheme. Additional services can also be booked. Selection and ordering can be carried out easily via an online portal without any 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.



FREE VACCINATION OFFERS

Annual free vaccination offers for flu or TBE vaccinations by the company physician have been part of the company's preventive program for years.



POLAND



COMPANY SOCIAL FUND

Under certain conditions, it is possible for employees to benefit from a company social fund.



SPORTS AND EXERCISE PROGRAM

The employer supports sports activities of employees, including their family members. As part of a membership in this program, a sports or relaxation facility in the Slovak Republic can be visited.

The Geis Group's incentive systems do not currently include any sustainability targets for employees.



The key figures are not available across the Group and will be obtained for the next reporting period. The issue could not be addressed due to capacity bottlenecks.



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 risk management by the management, the most important internal and external stakeholders ("interested parties") were identified via the context of the organization.

External and internal requirements/issues of the respective stakeholder groups that could impact the

strategic goals and plans 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

- External stakeholder groups
- Customers (existing and new customers)
- Applicants
- Suppliers and service providers
- Legislative bodies
- Neighbours / Residents / Society
- Municipality / City / State
- Legis
- Interest groups and non-governmental organizations
- Landlords/tenants of real estate
- Competitors/ Co-competitors
- Cooperation partners
- Transport companies / freight forwarders / airlines / carriers / shipping companies / agents / customs agents
- Insurers
- Company doctors
- Certifiers
- Media/press

INTERNAL STAKEHOLDERS

- Employees and their families
- Members of the Works Council
- Internal customers
- Shareholders / Management



The Geis Group aims to be a reliable partner for all external and internal stakeholders and to establish long-term cooperation. This ensures the sustainable success of the company. Through dialog and communication with stakeholders, the demands placed on the company are ascertained and new developments as well as potential opportunities and risks are identified.

New goals and sustainable measures are derived from this and implemented within the Geis Group



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



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

- Internal news reports by notice board and e-mail
- Interviews with employees
- Job interviews
- Regular jour fixe meetings with customers
- Visits to customers
- Events with customers
- Satisfaction survey with customers
- Company magazine
- Homepage

- Social media channels
- Intranet for the provision of information
- Cooperation with associations
- Cooperation partnership in several logistics' networks
- Regular exchange and visits from authorities (e.g., customs, Federal Aviation Office, Trade Supervisory Office, employers' liability insurance associations, government)
- Cooperation with media representatives
- Exhibition stands at relevant industry trade fairs

Through dialog 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 economics. The stakeholder groups “customers” and “employees” in particular approach the Geis Group with concerns that can have a decisive influence on our sustainability. This has also led the Geis Group to implement a new central “Sustainability” department, which reports directly to the top management.

The concerns of the stakeholder groups are taken up centrally by the “Sustainability” department and are incorporated into the Geis Group’s sustainability

process. The measures taken and the resulting targets are documented in the sustainability report and made available to the stakeholder groups.

The defining topic in 2022 was the war of aggression in Ukraine, which led to a focus on dialog with customers. This event had a massive impact on capacities, availability and the price structure of the logistics market. The energy crisis also had a significant impact on fuel and energy prices. The Geis Group was therefore in constant communication with its customers.



FURTHER SPECIFIC CONCERNS AND TOPICS:

CUSTOMERS:

- Praise/criticism for DL performance
- Change requests
- Generation of additional business
- Joint logistics projects
- Alternative drives, CO₂-neutral products; reduction of carbon footprint

EMPLOYEES:

- Process improvements/proposal system/PDCA
- Adaptation of work ergonomics
- Adjustment of working hours/location due to personal situation
- Implementation of an employee satisfaction survey
- Implementation of supervisor evaluation

AUTHORITIES:

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

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.

As a global logistics service provider, the Geis Group does not offer any products in its range of services, but provides numerous logistics services in the Road Services, Air + Sea Services and Logistics Services business divisions. For this reason, the company does not have a classic product life cycle on which an innovation process is based.

One exception within the Group is the packaging company Georg Lechner GmbH and the packaging services provided by the packaging operations of Geis Industrie-Service GmbH. Both companies offer packaging logistics as a complete package: from design and material selection to packaging material logistics. The Geis Group's experts develop and manufacture special packaging for sensitive high-tech, irreplaceable works of art and entire production facilities. There are hardly any weight or size restrictions.

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

The company sources wood from certified dealers (FSC, PEFC). As far as possible, regional dealers are used for the sawn timber and European suppliers for the wood-based materials. Geis recycles the offcuts for packaging filler material and small packaging units or pallets, so that a maximum of 10% is generated as a waste product. This minimum waste is passed on to specialist disposal companies for further processing (e.g., wood pellets, wood chips).

In the Geis Group, innovation managers are active in the Road Services and Logistics Services business divisions. A regular, cross-divisional and cross-country exchange takes place in order to sustainably optimize processes. In addition, innovation management deals with trends and new technologies on the market, which are viewed via various media (newsletters, events, forums) and in cooperation with universities, institutions and the sustainability team, and their benefits are examined. In the Road Services business division, the focus is currently on testing systems to improve the transparency of transportation and automatic scheduling. The quality of route planning, process duration and the attractiveness of the workplace are to be improved using modern tools. Another focus is on expanding the interfaces to and from the Geis Group's systems in order to improve data exchange with partners and customers. Current innovation projects are discussed, trends analysed, and priorities set in a semi-annual innovation meeting with the management and shareholders.

INNOVATION PROJECTS IMPLEMENTED IN THE ROAD SERVICES BUSINESS DIVISION IN THE 2022 FINANCIAL YEAR:

- 1 Implementation of yard management software at three locations. With the help of the software in the control centre and mobile devices in the yard vehicles and in the transshipment halls, it was possible to significantly reduce shunting activities and the rate of incorrect loading. The transparency of the trailers and swap bodies in the yards has been increased and the working environment of the shunting drivers has been significantly improved by eliminating the need for permanent radio traffic. Further locations are to follow in 2023.
- 2 The Geis Group is launching a project at its headquarters in Bad Neustadt to monitor and control autonomous trucks using the 5G mobile communications standard. With this project, the Geis Group aims to test the feasibility of autonomous driving in plant and local transportation and to drive it forward.



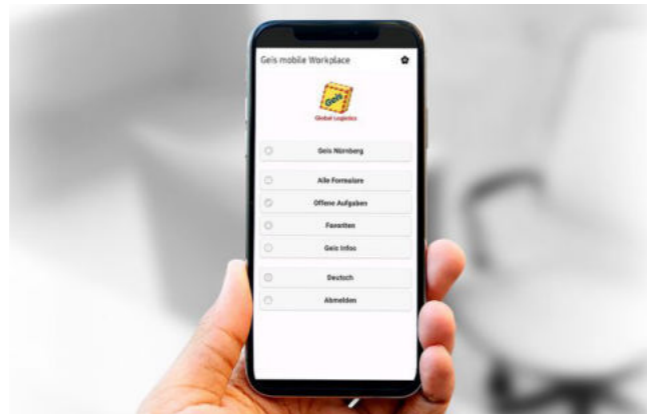
- 3 Implementation of the "EcoTransIT World" software to calculate the CO₂ footprint for road services at consignment level.
- 4 Establishment of a medium-sized European network with standards for operational handling and IT cooperation. Clear rules for cooperation allow transports to be established more quickly and flexibly, reducing transport routes and handling activities in gateways.
- 5 In the general cargo cooperation IDS, Geis is involved in the newly founded "Future" working group, in which all partners work together on innovative topics. Due to the shared provision of transport and handling services within the cooperation, improvements can often only be achieved together.
- 6 Processes in the automotive sector have been largely digitalized through the implementation of new scheduling software. This means that paper is no longer required and important information is available to everyone involved in real time.
- 7 Introduction of the G-Driver app with the aim of transmitting faster shipment statuses, informing customers and enabling route optimization for the shipper.
- 8 The introduction of the digital customer portal "G-Portal" enables a new form of communication with customers regarding shipment data transmission, track & trace, invoices and complaint management.



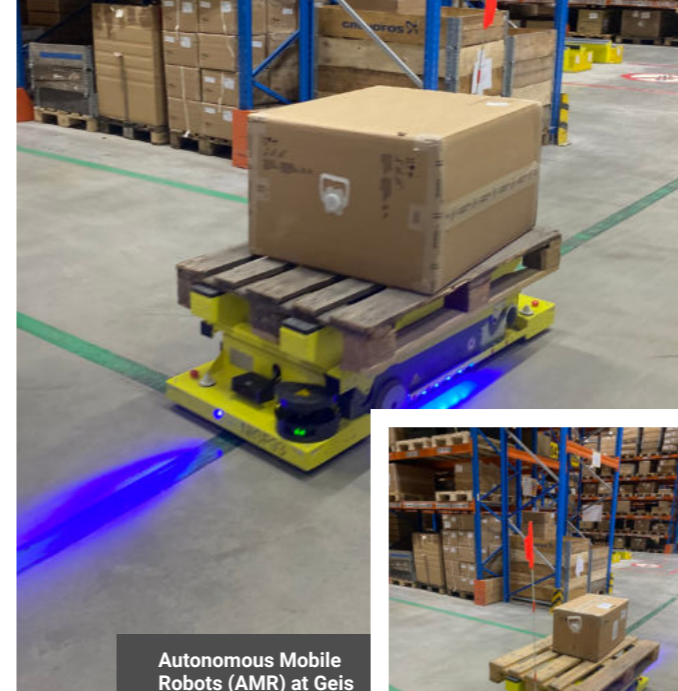
CURRENT INNOVATION TOPICS IN THE ROAD SERVICES BUSINESS DIVISION

- 1 Test of two Real-Time Visibility (RTV) systems that can increase real-time transparency for dispatchers and customers via the on-board units of the company's own and third-party trucks. The resulting real-time information is integrated into the internal scheduling programs.
- 2 The Geis Group is launching a project at its headquarters in Bad Neustadt to monitor and control autonomous trucks using the 5G mobile communications standard.
- 3 Test of two route optimization software packages: Modern route optimization software is to be used to support the scheduling of trucks in local transport (pick-up/delivery). It is being tested whether the software tools can lead to higher capacity utilization and fewer kilometres driven. Another goal is to achieve a consistently high level of quality in scheduling through additional software-supported processes.
- 4 Development of a web service infrastructure for a modern interface architecture for data exchange. In a first phase, shipment and status information will be integrated.
- 5 Roll-out of the "Geis mobile Workplace" app. The app can be programmed with LowCode, allowing it to be developed by local IT staff at the road sites. This means that requirements can be implemented quickly and in direct coordination with the specialist departments. This further advances digitalization
- 6 Renewal of the scheduling program in the "Geis Direkt" product area to enable even greater transparency and integrated processes for scheduling.

- 7 Introduction of the new transport management system (G-LOG) in Central Eastern Europe. This is intended to create new technical possibilities in terms of automation. In addition, paper is reduced and there are better options for tracking shipments
- 8 Introduction of a digital payment option for cash-on-delivery shipments via professional drivers' smartphones
- 9 Geis SK wins innovation competition in cooperation with the computer club of the M. Rázus elementary school in Zvolen.
- 10 An e-truck was tested in shuttle traffic for the Gochsheim site. Several times a day, the electric truck shuttled between the Geis logistics centre in Gochsheim and the Schweinfurt plant of a Geis customer to supply it with production parts. The vehicle covered around 60 to 70 kilometres a day. The results have provided important insights into the feasibility and cost-effectiveness of transportation with electric drives.



The Road Services business division has a central process management unit that develops process standards across all branches. Together with key users from the specialist departments and the site IT colleagues, processes are continuously reviewed, best practices defined and their implementation ensured.



Autonomous Mobile Robots (AMR) at Geis in Neu-Isenburg

INNOVATION PROJECTS IMPLEMENTED IN THE LOGISTICS SERVICES

- 1 **AutoStore:** Construction of an automated small parts warehouse at the Forchheim site. This enabled the warehouse to be consolidated. 30 robots store and transport 90,000 containers. Furthermore, the automated sorting of throughput times and unnecessary routes are optimized by the automated delivery of containers to the picking ports
- 2 **Autonomous Mobile Robots (AMR):** Five autonomous, mobile robots were introduced at the Neu-Isenburg site to transport pallets over the long distances between the incoming and outgoing goods areas and the warehouse areas. The AMRs navigate autonomously through the warehouse and are guided by a higher-level fleet management system. For this purpose, an interface was created between the warehouse management system and the fleet management system, whereby the transport orders are automatically prioritized and transferred. This saves employees unnecessary journeys and makes them more effective. This relieves the strain on employees and increases their productivity

- 3 **ExoSkeleton Tools:** Following the pilot use of various ExoSkeletons, passive ExoSkeletons were introduced at the Neu Wulmstorf, Hodenhagen and Erlangen-Eltersdorf sites to optimize ergonomics at workstations with heavy loads (order picking, consolidation, packaging). The ExoSkeletons enable the company to reduce the physical strain on its employees, thereby significantly reducing their workload.
- 4 **Pilot deployments and proof-of-concepts carried out:** Camera-supported counting system for small parts, fully automated, autonomous robot for cleaning logistics areas, ExoSkeletons, 3D scanning system for recording morphological data, wearables, etc.

CURRENT INNOVATION PROJECTS IN THE LOGISTICS SERVICES DIVISION:

- 1 **Geis Training and Demo Centre Frauenaarach:** The aim of the innovation centre is to illustrate logistics-related innovations and technologies that are already in use in the Geis Group and are to be tested as part of proof-of-concepts. Furthermore, the acquisition process for existing and new customers is to be supported and new employees and trainees of the Geis Group are to be given a comprehensive overview of innovations and technologies in logistics in a compact space.
- 2 **Workforce management system:** Rollout of software to monitor daily order data and the respective capacities available at the site to control and optimize these capacities by department, shift, cut-off time, etc
- 3 **Robotic scrubber-driers:** Introduction of automated scrubber-driers at several locations. The aim is to achieve personnel-independent cleaning of hall areas and to improve cleaning and air quality.
- 4 **Pilot applications and proof of concepts:** Integrated warehouse control centre in the warehouse management system, camera-supported counting system, picking robots, etc.



The Air + Sea Services division does not have any assets of its own. For this reason, innovation management only relates to the digitalization of operational processes as part of the transport management system.

INNOVATION PROJECTS IMPLEMENTED IN THE AIR + SEA SERVICES

- 1 Introduction of a uniform Europe-wide transport management system (Poland, Czech Republic & Luxembourg).
- 2 Introduction of the IT platform Web-Cargo for the management of air freight rates and the coordination of remaining capacities on the air freight market.
- 3 Implementation of the "EcoTransIT World" software to calculate the CO₂ footprint for Air + Sea Services at shipment level.

CURRENT INNOVATION PROJECTS IN THE AIR + SEA SERVICES DIVISION

- 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 transparent presentation of the entire supply chain, including inventory management

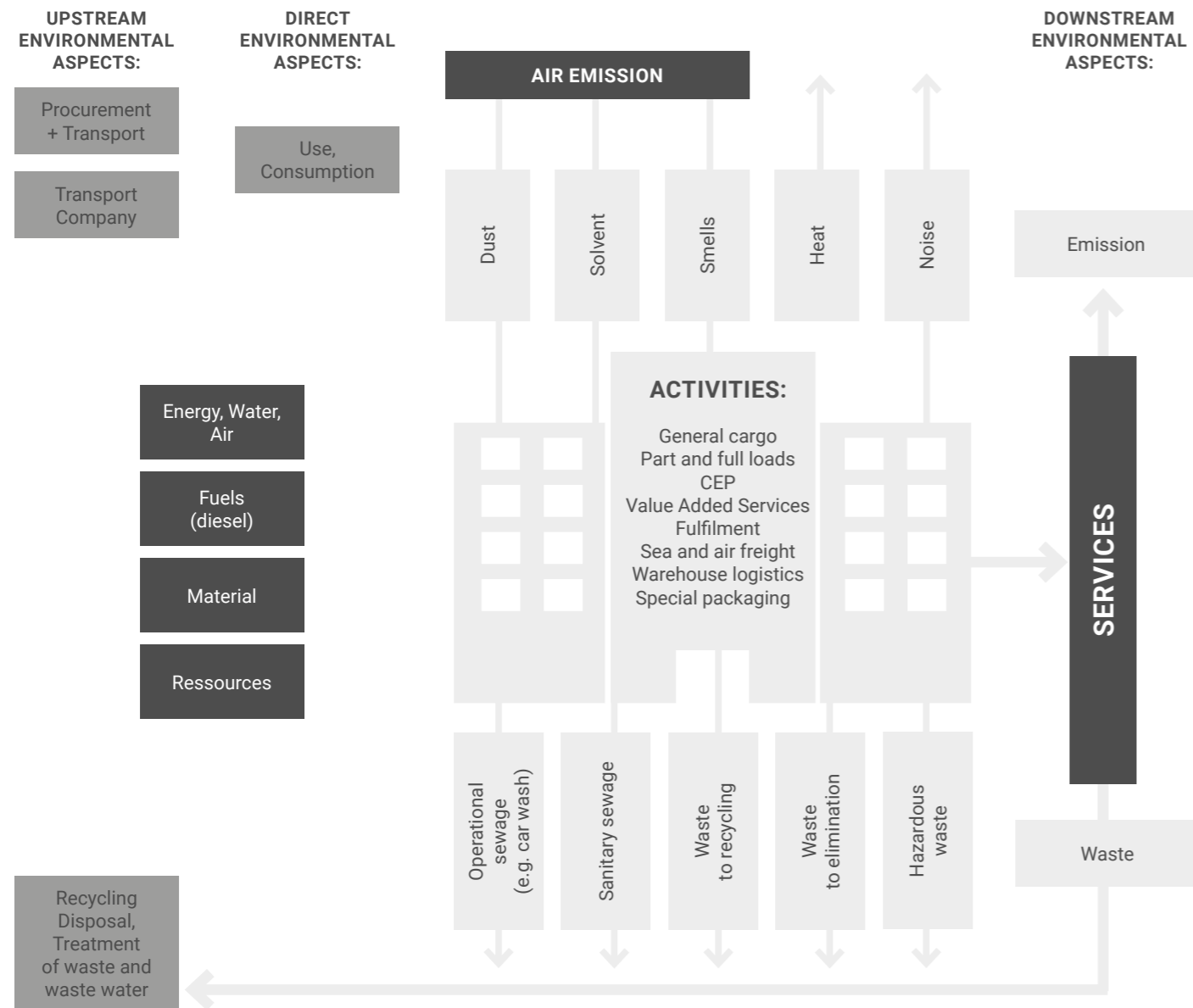


11 USAGE OF NATURAL RESOURCES

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



As part of the Geis Group's activities, it is essential to use natural resources responsibly. The most relevant resources used are energy (electricity, gas, diesel, gasoline, oil, etc.) and materials (wood, foil, cardboard, paper, etc.). Services have an impact on the air (dust, noise, exhaust fumes), water (wastewater) and the environment (waste). The following diagram provides an overview of the resources used for the activities carried out and their environmental aspects, as well as the impact on the environment.









The environmental aspects are evaluated decentralized, 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 should be reduced as far as possible.

Regular employee training is intended to ensure that employees are made aware of environmental issues. Topics such as correct waste separation, careful use of resources and responsible use of energy are on the agenda in the training sessions. Whenever possible, data is transmitted electronically so that print-outs are reduced. The life cycle of transport pallets is also maximized by giving preference to reusable

pallets (e.g., Euro pallets). We have succeeded in implementing optimization measures for packaging materials for some important customers (e.g., use of plastic air cushions with a high proportion of recycled material). In the Czech Republic and Slovakia, the Geis Group also cooperates with state organizations that deal with the recycling of packaging and carry out awareness campaigns.

THE MAIN RESOURCES OF THE GEIS GROUP ARE:

	FUELS (IN MWH):	103.720 MWH
	ELECTRICITY (IN MWH):	23.185 MWH
	THERMAL ENERGY (IN MWH):	29.029 MWH
	WOOD-BASED MATERIALS (M²):	119.884 M²
	SOLID SAWN TIMBER (M³):	3.795 M³
 AdBlue®	ADBLUE (IN L):	440.715 L



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 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. At the same time, it will be checked whether an alternative drive type is an option.



Other key resources are electricity consumption and heating the premises.



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



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

Innovative technologies, such as Predictive Powertrain Control in the Mercedes Actros, provide additional support. Route planning by the scheduling department is a major factor. Constant evaluations using software applications enable the Geis Group to make the best possible use of vehicle capacity and still achieve a high quality of delivery performance. The better the utilization of the vehicles, the better the CO₂ balance for each individual shipment.

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

- Adaptation of the motorization to the use of the vehicles: No over- or underpowering
- Ideal gear ratio to achieve optimum fuel consumption
- Optimization of the flow resistance coefficient of the superstructures: e.g., driver's cab size and superstructure size, correct adjustment of wind deflectors
- Purchase of tire pressure monitoring systems to monitor the tire pressure

ELECTROMOBILITY

The topic of **electromobility** is to be further expanded. For example, the Geis Group is gradually creating charging infrastructure for more electric vehicles and e-bikes. The company is also taking part in test projects on alternative drive systems. In 2022, numerous tests have already been carried out with electric trucks for various purposes. The test phase was accompanied by the Fulda University of Applied Sciences during a test in internal plant traffic. Due to the long processing times for funding applications for e-trucks and the associated charging

infrastructure at the Federal Office for Logistics and Mobility in the Federal Republic of Germany, the planned projects have not yet been implemented.

FUEL CELL

The topic of **fuel cells** is not being neglected and the Geis Group is involved in the hydrogen cluster in the Fulda region. The aim is to test the everyday viability of a fuel cell truck in ongoing business operations for the first time in 2023.

REAL ESTATE

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. In the area of lighting, some properties were converted to LED technology in 2022. Numerous other projects are also to be implemented in 2023. An important aspect here is the use of intelligent lighting systems, which are more efficient than conventional systems.

The ground-breaking ceremony for the first sustainable freight forwarding terminal in Ebersdorf took place in 2022. The new facility is designed as a "green" terminal with a focus on sustainability. It will be built using a timber-hybrid construction method, with timber roof trusses, a timber façade for the office building and a partially green hall façade. In addition, the hall roof will be fully equipped with a photovoltaic system, while the office building will have a green roof.

PHOTOVOLTAIC MODULES

Existing properties will also be equipped with **photovoltaic modules** in future to cover the electricity requirements of the branch office/location. Further measures are also planned in the areas of heating, air conditioning and warehouse technology. In the future, all gas-powered industrial trucks will also be battery powered. Energy consumption for the Geis Group is monitored via a central control tool, which also calculates the corporate carbon footprint.

In the Czech Republic, a system has also been installed that records all energy consumption live and consolidates it via a central interface. This makes it possible to react promptly to deviations in consumption and reduce the carbon footprint in the long term. Based on the positive experience with the introduction in the Czech branches, this system is also to be established in Poland and Slovakia in 2023

All environmentally relevant risks are identified and

evaluated as part of the process analysis Opportunities and Risks. Appropriate measures are introduced to reduce the risks. The main environmental risks are:

- 1 Truck transportation generates pollutant emissions (greenhouse gases) that lead to air pollution and an increase in the greenhouse effect.
- 2 Handling hazardous substances or transporting hazardous goods carries the risk of contaminating groundwater or soil through leakage and causing damage to human, animal and environmental health through contact.
- 3 The consumption of natural resources (packaging materials such as wood and cardboard; paper) damages or reduces the ecosystem.
- 4 The environmental management experts regularly reassess the risks and initiate corrective measures in the event of deviations or incidents. In addition, measures for the development of the integrated management system are always introduced as part of the continuous improvement process.



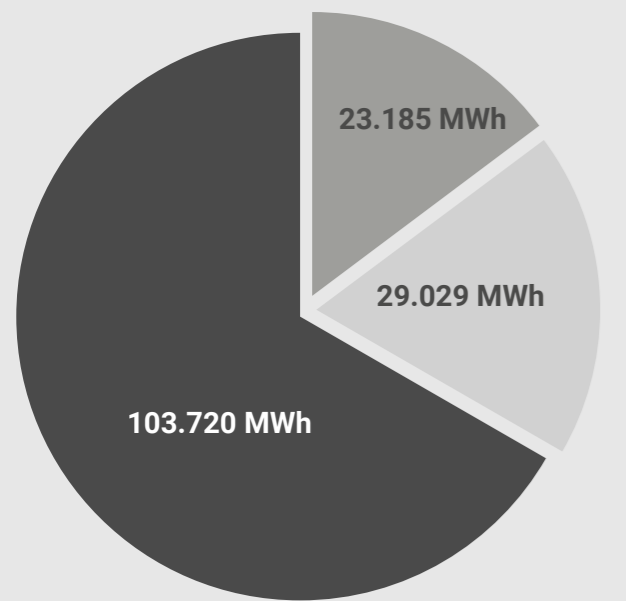
RENEWABLE MATERIALS USED:

	Germany	Czech Republic	Geis Group
Solid sawn timber	2.095 m ³	1.700 m ³	3.795 m ³
Wood-based materials	98.000 m ²	21.884 m ²	119.884 m ²

Non-renewable materials used: not applicable

ENERGY CONSUMPTION OF THE GEIS GROUP

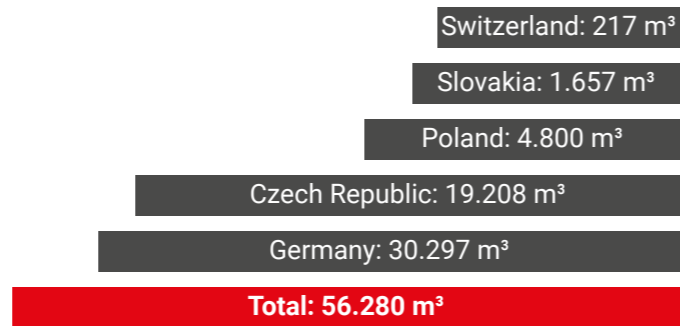
Resource	Germany	Czech Republic	Slovakia	Poland	Switzerland	Geis Group
Electricity [kWh]	14.646.665	5.167.629	1.105.460	2.194.279	70.784	23.184.819
Natural gas [kWh]	14.458.972	5.683.778	496.321	834.788	48.103	21.521.962
District heating [kWh]	1.242.916	-	-	-	-	1.242.916
Steam [kWh]	2.181.884	-	-	-	-	2.181.884
Heating oil [l]	242.957	-	-	-	-	242.957
LPG [l]	130.544	-	-	-	-	130.544
Diesel [l]	7.407.461	2.077.485	-	115.629	-	9.600.575
LNG [kg]	156.762	-	-	-	-	156.762
Gasoline [l]	2.448	200	-	5.393	-	8.041
AdBlue [l]	319.268	120.560	-	887	-	440.715
Forklift gas [kg]	420.654	12.628	-	19.016	-	452.298



■ steam ■ electricity ■ heating

The energy consumption is determined on the basis of the energy suppliers' bills in the respective software. The conversion factors for the heat energy sources refer to the fact sheet for determining total energy consumption (as at: 30 November 2020) of the Federal Office of Economics and Export Control.

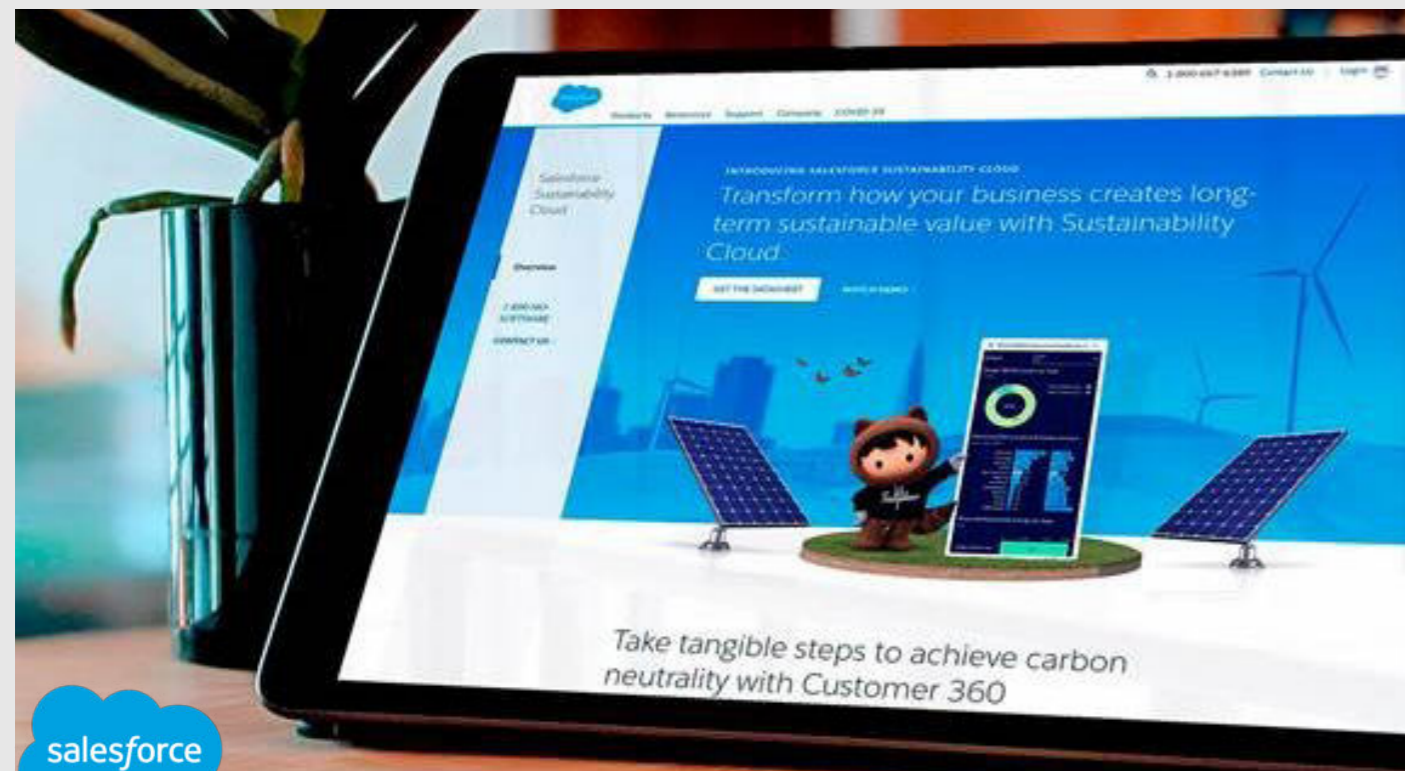
WATER CONSUMPTION OF THE GEIS GROUP:



The water comes exclusively from the municipal water supply. The key figures are prepared on the basis of the municipal utility's billing.

The energy consumption of the Geis Group was recorded for the entire company for the first time (previously only for the Federal Republic of Germany). In this respect, no comparative/previous year data is available for the entire Group.

Reductions/energy savings can be reported from 2024 onwards.



salesforce

ACCUMULATED WASTE:

Waste code	DE/UN/LUX	Czech Republic	Slovakia	Poland	Switzerland	Total
02 06 01	-	4,29	-	-	-	4,29
08 03 18	2,27	-	-	-	-	2,27
08 04 09*	3,18	0,78	-	-	-	3,96
12 01 08	-	0,21	-	-	-	0,21
12 01 14	-	1,37	-	-	-	1,37
13 01 09	-	0,83	-	-	-	0,83
13 02 08	-	0,13	-	1,10	-	1,23
13 05 02*	5,40	-	-	-	-	5,40
17 09 04	4,73	2,60	-	-	-	7,33
20 01 36	4,11	-	-	-	-	4,11
20 01 02	-	0,33	-	-	-	0,33
15 01 02	136,19	47,63	-	11,66	-	195,48
15 02 02*	2,93	-	-	-	-	2,93
20 01 39	13,19	24,39	-	-	-	37,58
16 01 17	4,26	-	-	-	-	4,26
16 03 05	-	2,60	-	0,11	-	2,71
17 04 02	98,25	-	-	-	-	98,25
17 04 05	25,27	1,04	-	-	-	26,31
20 01 40	103,24	0,00	-	-	-	103,24
15 01 01	765,03	201,29	2,00	17,33	-	985,65
20 01 01	779,39	12,62	-	-	-	792,01
15 01 06	135,98	-	-	1,72	-	137,70
20 01 08	13,92	-	-	-	-	13,92
16 01 03	894,40	0,26	-	-	-	894,66
15 01 03	247,74	82,69	15,00	45,69	-	391,12
17 02 01	1.587,25	-	-	-	-	1.587,25
20 03 01	924,75	196,85	29,00	-	1,73	1.152,33
20 03 07	6,37	19,67	-	0,38	-	26,42
others	330,14	-	-	-	-	330,14



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. In order to achieve this climate target, numerous measures need to be taken at the main emitters.

By introducing two carbon accounting tools, the Geis Group has been calculating its CO₂ emissions since 2020.

A cloud solution that calculates the carbon footprint based on consumption values is used to assess Scope 1 and Scope 2 emissions of all company-owned assets (properties, vehicles). By purchasing green electricity from hydropower, all Geis Group sites and branches in Germany have significantly reduced their Scope 2 emissions since 2022. In future energy procurement, the focus will continue to be on renewable energies, with the majority of the energy required being generated in-house in the future.

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

All transportation services provided by transport service providers for the Geis Group are assessed as significant Scope 3 emissions. In future, the aim is to further refine the relevant Scope 3 emissions in order to obtain a more precise overview. The focus is now on establishing comprehensive reporting of Scope 3 emissions.

On the path to climate neutrality, an initial sub-target is to reduce greenhouse gas emissions by 65% by 2030 compared to the base year 2020. A reduction of 8% is to be achieved by 2023. With the start of sustainability reporting in accordance with the German Sustainability Code (GSC), the targets were defined and measured on the basis of the GRI performance indicators. These are reported in detail in the Targets section.

Emissions are calculated on the basis of the GHG Protocol:

- The VDA 2022 values (emission factors for electricity, district heating and fuels, Verband der Automobilindustrie e.V. (VDA) 2022; as at January 2023) are used as country-specific emission factors for electricity and thermal energy.
- The UK Government GHG Conversion Factors for Company Reporting (DEFRA) as of 2022 are used for the assessment of fuels.
- The Emission Factors for Greenhouse Gas Inventories of the U.S. Environmental Protection Agency (EPA) were used to assess waste (as at 26 March 2020).

➤ 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 CO ₂ e/l	=	314.0 t CO ₂ e



SCOPE-I-EMISSIONS

Ressource	to CO ₂ e
Natural gas	4,348.41
Diesel	24,556.74
Forklift gas	1,355.79
Heating oil	68.51
LPG	31.20
AdBlue	104.89
Gasoline	17.38
Refrigerant R410a	0.03
LNG	181.84
Total	30,664.80

The gross volume of Scope I emissions of the Geis Group in 2022 amounted to 30,665 tons.

Emissions are calculated on the basis of the GHG Protocol. The emission factors used are the values from VDA 2022 (emission factors for electricity, district heating and fuels, German Association of the Automotive Industry (VDA) 2022; as at January 2023).

SCOPE-II-EMISSIONS

Ressource	to CO ₂ e
Electricity	5,868.75
Steam	214.11
District heating	297.06
Total	6,379.92

The gross volume of Scope II emissions of the Geis Group in 2022 amounted to 6,380 tons.

Emissions are calculated on the basis of the GHG Protocol. The emission factors used are the values from VDA 2022 (emission factors for electricity, district heating and fuels, German Association of the Automotive Industry (VDA) 2022; as at January 2023).

SCOPE-III-EMISSIONS

Ressource	to CO ₂ e
Water	19.33
Waste	1,408.74
Total	1,428.07

The gross volume of Scope III emissions of the Geis Group in 2022 amounted to 1,428 tons. Currently, only the values for waste and water produced are available according to the GHG Protocol.

The Emission Factors for Greenhouse Gas Inventories of the U.S. Environmental Protection Agency (EPA) were used to assess waste (as at 26 March 2020)



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.

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 is known as a social and cooperative company. The focus here is on securing jobs for all employees and ensuring fair and equitable working conditions.

The sustainability strategy enshrines the fact that diversity, equal opportunities and work-life balance are integral parts of the employment policy and therefore have a high priority. Strict compliance with the law is a very high strategic priority for the Geis Group. Since 2006, the company has had a compliance guideline to which every employee is committed. This guideline will be revised in 2023 and additional training material will be provided.



ENERGY

The involvement of employees at all levels in sustainability management is of key importance to the Geis Group. This is also described in the company's core values under the aspect of drive: Geis employees are passionate about their work - tangible commitment at every step of the way. In the past, the company has already created effective opportunities for employees to lead the company to success.

To this end, Geis launched a systematic continuous improvement process (CIP) back in 2009, which is based on relevant continuous improvement approaches. In the so-called "Team Optimization Process" (TOP), selected thinking principles and methods are combined and further developed in a holistic and pragmatic concept.

This is implemented via interactive workshops and regular maturity measurements (excellence audits) at each location and results in a sustainable improvement process. In this process, managers improve together with their employees on site and regularly

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 regulations; regular adjustment of minimum wage regulations in the respective countries)
- 2 Compliance with the provisions of working time legislation (in particular rest periods, prohibition of work on Sundays and public holidays, driving time regulations)
- 3 Compliance with the co-determination rights of employees
- 4 Compliance with all employee protection laws as well as occupational health and safety laws and regulations
- 5 Systematic compliance with legal regulations and provisions
- 6 Obtaining feedback and suggestions based on employee surveys

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

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

Through the company-wide implementation of professional HR management, the Geis Group, as a logistics service provider with the best overall package, is also keen to be an attractive employer. In general, there is a risk that employees will be poached by competitors and the industry or leave the company for other reasons. 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 on a regional basis and include the following:

- Geis Corporate Benefits (discount program for employees)
- Cooperation with fitness studios/physiotherapists
- Events for employees (e.g., Oktoberfest, collective sports or cultural events)
- Health days & vitamin packages



Healthday in Poland



Oktoberfest at our branch in Kürnach



Employee event in the Czech Republic

There is little risk to the company's ability to operate economically, as the Geis Group is solidly positioned and has always attached great importance to sustainable business practices.

Occupational health and 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 managers of the sites and branches. In order to meet the legal requirements, regular training courses are held with the support of occupational safety experts and central quality management. This also applies to other managers and staff positions in occupational health and safety.

In addition, occupational health and safety committees have been set up as an advisory body. The task of the occupational health and safety committees is to review working conditions, regularly assess the status of occupational health and safety, issue opinions on measures taken by the employer to prevent accidents at work and occupational illnesses, formulate proposals to improve working conditions and work with the employer to implement its obligations in the area of occupational health and safety.

Employees are made aware of this through regular training and are involved through workplace surveys and continuous improvement and reporting processes. Compliance with legal requirements is monitored by the occupational safety team and as part of audits by the central quality management departments. In addition, there is very close contact with the contact persons at the supervisory authorities (employers' liability insurance associations, trade supervisory offices, etc.).

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

In order to further advance the topic of occupational health and safety in the company, ISO 45001 was successfully implemented in Germany and Luxembourg in 2022, replacing the previous occupational health and safety management systems in the company in accordance with OHRIS and ASCA.

In 2023, ISO 45001 will also be introduced in the Czech Republic, Poland and Slovakia to further improve occupational health and safety.



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.



The Geis Group is based on a corporate culture that unites the following values:

- Commitment
- Professionalism
- Respect
- Diversity
- Reliability

The Geis Group does not accept discrimination on the basis of gender, age, disability, sexual orientation, race, nationality, ethnic origin, religion or ideology. All employees are treated equally in employment. Issues of equal treatment and anti-discrimination are regulated in the work regulations and the Code of Conduct. Furthermore, it is important to the Geis Group to create a working environment in which every employee feels respected and valued and in which every individual can fully develop their professional potential. Equal opportunities apply in particular to personnel selection, vocational training and further training, employee development and remuneration.

In addition, the Geis Group takes various measures to ensure that work-life balance can be achieved and that women in the company are not disadvantaged. The company makes every effort to ensure that its HR policy is based on the company's ethical values, equal opportunities in employment, development and promotion, and concern for the diversity of the team. The Geis Group is convinced that team diversity is one of the sources of competitive advantage and that the confrontation of different views, perspectives, skills and experiences influences innovation and makes it possible to achieve better business results. These focus areas are anchored in a variety of ways and are reflected in key performance indicators. Darüber hinaus schafft die Geis Gruppe unterschiedliche Maßnahmen, dass die Vereinbarkeit von Beruf und Familie umgesetzt werden kann und die Frauen im Unternehmen somit nicht benachteiligt werden. Das Unternehmen setzt alles daran, dass die Personalpolitik auf den ethischen Werten des Unternehmens, der Chancengleichheit bei der Beschäftigung, der Entwicklung und der Beförderung sowie der Sorge um die Vielfalt des Teams beruht. Die Geis Gruppe ist überzeugt, dass die Vielfalt des Teams eine der Quellen des Wettbewerbsvorteils ist und dass die Konfrontation unterschiedlicher Ansichten, Perspektiven, Fähigkeiten und Erfahrungen die Innovation

beeinflusst und es ermöglicht, bessere Geschäftsergebnisse zu erzielen. Diese Fokusfelder sind in vielfältiger Weise verankert und schlagen sich in wichtigen Kenngrößen wieder.

JOB ADVERTISEMENT AND APPLICANT SELECTION

Measures against discrimination also include the principles contained in the recruitment policy. The recruitment policy is based on non-discriminatory criteria and ensures equal opportunities for applicants. Appropriate selection tools guarantee objectivity in the selection process depending on the position. Equal opportunities, compliance with the provisions of equal treatment legislation and the rejection of discrimination begin with the job advertisement and the selection of employees. All vacancies to be filled at Geis are advertised on the job portal in a gender-neutral and transparent manner. External and internal applicants can apply for vacancies. All applications are subject to an objective review and the candidates who meet the requirements to the highest degree are qualified for the next recruitment phase. Only factual and professional criteria and the ability to work in a team play a role in the selection of applicants. To ensure the highest standards in the recruitment process, the company systematically conducts training in this area for its management staff.

DIVERSITY OF NATIONALITIES

The employees at Geis have a total of 80 different nationalities. The partnership-based cooperation of all employees in the company has the highest priority. Managers are required to ensure that no one is discriminated against or disadvantaged due to their race, origin or religious beliefs. The company endeavours to integrate both employees and their family members into the Geis family through a variety of events. If employees have their place of residence and family centre abroad, they receive special support from 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 80 different nationalities.



INTEGRATION OF REFUGEES

Geis is also committed to the integration of refugees. At the beginning of the wave of refugees in 2015, the company was already training and employing refugees. At the beginning of the war in Ukraine, the Geis Group also took in refugees and integrated them into its environment, thus showing great solidarity.

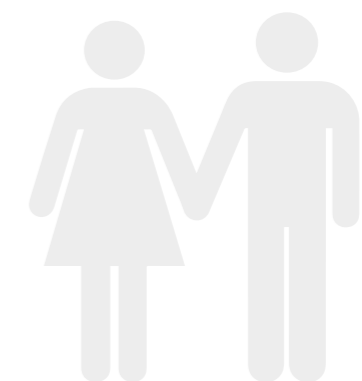
REMUNERATION

At the Geis Group, care is taken to ensure that the remuneration system is fair and that potential wage differences between genders or nationalities are prevented. Employees are remunerated in a way that is commensurate with their skills, their area of responsibility, the responsibilities assigned and the results achieved.

FEMALE EMPOWERMENT-PROGRAM LADIES FIRST

“Ladies First” is a project dedicated to the women employed in Poland, who make up 35% of the total workforce there. The aim of the project is to promote the personal and professional development of female employees using a holistic approach. A particular focus is on building mental resilience and observing the principles of work-life balance.

In addition, strengthening the image and role of women and integrating the women's environment are also important and are offered to employees in a wide range of measures.





Ladies First-Workshop in Poland

CHARITY CAMPAIGNS

As a long-standing partner, Geis Group takes part in the AVON charity run in Prague, providing financial support for women suffering from breast cancer. The Geis Group also takes part in the ADRA CZ charity run against "loneliness in senior citizens" and successfully takes third place in the Team Challenge.



SUPPORT FOR WOMEN RETURNING TO THE LABOUR MARKET

The company participates in employment office projects aimed at supporting the employment of certain social groups with more difficult opportunities on the labour market, e.g., "Stable work – strong family", which is aimed, among others, at women returning to the labour market after the birth of a child or young people who are neither working nor going to school. Two young mothers from Geis Poland are currently taking part in this program.



No qualitative and quantitative targets have yet been defined. These will be defined together with the management for 2024. The reason for this is the lack of personnel resources in HR management. New capacities are being created for this purpose.



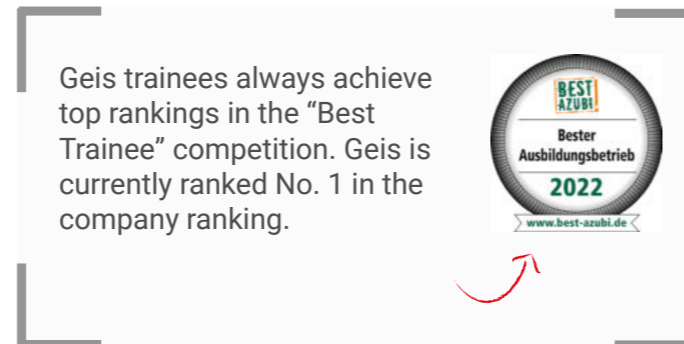
16 QUALIFICATIONS

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

VOCATIONAL TRAINING

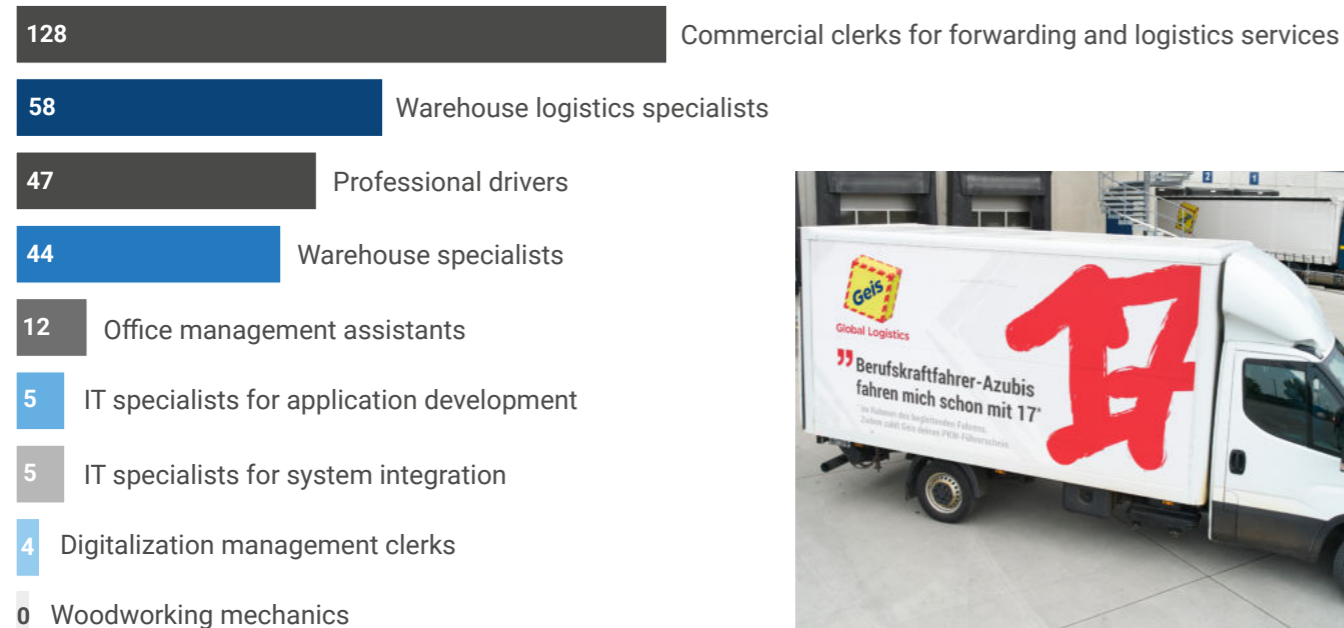
Recruiting and retaining talent is a key focus area of the sustainability strategy. Only those with sufficient personnel capacity will be successful in the market in the future. In order to counteract the risk of demographic change, it is crucial to attract and retain qualified employees. A shortage of skilled workers, increasingly complex requirements in freight forwarding, logistics and IT and constant growth require sustained commitment to the training, promotion and further development of all employees. Geis relies on a holistic training, education and further training concept in all specialist areas and across all career levels - from trainees to managers. The central HR management departments of each national company are strategically responsible for this. The managers in the branches and locations are responsible for operational implementation.

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 specialists are trained in nine professional fields. The training follows a clearly structured overarching training concept, which 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 retention rate is close to 100% after successful completion of training. Geis trainees always achieve top rankings in the "Best Trainee" competition. For the second time in a row, Geis was ranked No. 1 in the company ranking.



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 203 TRAINEES IN MARCH 2022



DUAL STUDENTS

Geis has been the practice partner for dual students in the fields of logistics and logistics management at Fulda University of Applied Sciences for ten years. A new addition is the dual study program in computer science in cooperation with the Würzburg-Schweinfurt University of Applied Sciences. An average of around ten dual students spread over all semesters prepare for their future specialist and management tasks in the company every year, alternating between semesters of study and practical semesters. As part of the practical semesters, students are assigned to at least three different locations. This serves to build networks and supports the long-term anchoring of junior staff in the company. Almost all of the more than 25 previous graduates of the dual study program have gone on to take on demanding specialist and management roles at Geis.



ONBOARDING

All employees receive a comprehensive induction on their first day at work. This includes legally required training such as occupational safety and fire protection instruction. They are also familiarized with the workplace and the relevant quality management system documents. New recruits at Geis also receive extensive information material.

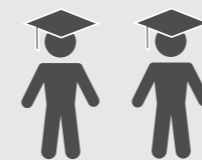
GEIS TRAINING PROGRAM

The training programs are open to all employees in consultation with the respective managers. The programs qualify employees in technical skills, methodological skills, IT skills and leadership topics. Language courses are also held in many locations. The programs are designed and managed across all locations. Subject-specific knowledge and specialist skills are designed and trained by the locations in line with requirements. Due to the coronavirus pandemic, many face-to-face training courses had to be switched to online training (eLearning) in 2020 and 2021. In 2022, training operations were able to resume regularly after the coronavirus pandemic with an optimized mix of face-to-face and online training.

Compulsory training for professional drivers and warehouse employees is a matter of course for Geis. In addition, training courses are offered on handling forklift trucks or hazardous goods and on the Convention on the Contract for the International Carriage of Goods by Road, for example. Before the end of 2022, a project team has begun working on key figures to promote the employability of all employees, particularly in relation to (further) training, health management, digitalization 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 financial year.

Over 25 graduates of the dual study program



A total of 14.894 training hours took place in 2022.



DEVELOPING SKILLS AND PROMOTING POTENTIAL

The Geis Group focuses on the continuous and systematic development of all employees' skills. Regular feedback and skills assessment meetings are used to determine individual qualification requirements. The resulting measures range from internal and external, individual or group-based training and coaching to the targeted assignment of project tasks. Good examples within the company are the G-Talent and Succession programs.

COOPERATION WITH UNIVERSITIES

The Geis Group has been working actively with universities for many years and regularly participates in academic life through

- Lectures and presentations for students
- Support with entering the job market - internships for students
- Participation in job fairs, conferences and career days
- Dual study programs

Cooperation partners here are in particular the Würzburg-Schweinfurt University of Applied Sciences, Fulda University of Applied Sciences and the University of Poznań.

QUALITY

A line of successes: The team from Hans Geis GmbH Kürnach has won the latest quality ranking from IDS Logistik for 2021. This is the seventh time in a row that the Geis Group has taken the top two places and the third gold medal after its successes in 2015 and 2020. The Geis Eurocargo Satteldorf site also took third place in a comparison of all 51 sites of Germany's largest general cargo cooperation. The Lichtenfels branch of Geis Bischoff Logistics came in directly behind it. This result once again confirms the consistently high-quality performance of the Geis Group in Germany.

Two Geis trainees from the Fulda region reached the winners' podium in the major knowledge competition "Best Trainee 2023". Another four Geis apprentices from the region also made it into the top ten. Not

least thanks to these outstanding achievements, the Geis Group won the "Best Training Company" award for the third time in a row. The outstanding quality of the Geis Group is also reflected in CEE. Geis Poland is recognized as "Poland's Best Employer 2022" by Forbes magazine. The companies Geis SK and Geis CZ receive the "AAA Platinum Excellence Certificate" from Dun & Bradstreet, which is the highest possible award for business excellence

SUPPORT AND TRAINING MEASURES

Special support and training measures are offered and implemented for young people and adults in training who require individual support:

- 1 Internships as part of training preparation
- 2 Apprenticeships for applicants with special needs ("learning focus")
- 3 Support services for general education schools
- 4 Support for recruited trainees with poor performance
- 5 Support for employees without vocational qualifications or with non-specialist qualifications
- 6 Cooperation with internships, career entry support, trainees with support needs, qualification of employees without qualifications



CZECH REPUBLIC

Support for general education schools:

- 1 Participation in careers information days
- 2 Presentations in school classes about training occupations and further development prospects after completing training
- 3 Support with the preparation of university theses
- 4 School excursions for secondary schools
- 5 Participation in the training concept for warehouse logistics specialists for higher vocational schools (design of key areas, conception of courses and curricula)
- 6 Support in the preparation of school materials (e.g., preparation of application documents)
- 7 Preparing and conducting job interviews
- 8 Offering internships



POLEN

YOUNG MANAGER'S ACADEMY

Young Manager's Academy is a one-year development program aimed at newly hired leaders and managers. This program aims to develop the leadership skills required for a management position, exchange best practices, share knowledge and integrate young managers. 19 young managers from different business areas are currently taking part in the program. The academy program consists of three parts:

- 1 Online workshops to develop leadership skills.
- 2 Training courses.
- 3 Coaching and mentoring sessions. It is worth mentioning that all trainings and workshops under this program are conducted by the HR department or Geis internal trainers.

FORWARDER ACADEMY PROGRAM

Every year, Geis runs the Forwarder Academy program – an internship program aimed at graduates and students of logistics faculties. The program enables young people taking their first steps on the job market to gain professional experience in the logistics industry.

DUAL STUDENTS

In the period October 2018 – April 2022, a project for a dual study program in the field of supply chain engineering was carried out together with the University of Logistics in Poznań. Four students took part in the project, alternating between attending courses for nine weeks and completing an internship at the branch in Poznań, in the following weeks. The second edition of this project for two students is planned for 2023.

FOR ALL EMPLOYEES

	Germany	Czech Republic	Poland	Slovakia	Switzerland	Geis Group
number and rate of fatalities due to work-related injuries						
number	0	0	0	0	0	0
rate	0	0	0	0	0	0
Number and rate of work-related injuries with serious consequences (excluding fatalities)						
number	19	15	3	0	0	37
rate	2,88	10,10	4,05	0,00	0,00	4,00
Number and rate of work-related injuries						
number	216	*	*	*	0	216
rate	32,71	*	*	*	0	32,71
The main types of work-related injuries						
Work-related injuries with serious consequences:						
1. fall/trip/fall 2. trapped/pushed 3. cut injury						
Work-related injuries:						
1. cut injury 2. trapped/pushed 3. fall						
Number of hours worked						
number	6.603.343,94	1.485.535,00	740.142,00	310.979,00	117.009,65	9.257.009,59

* = not yet determined in the respective organizational unit. Reporting will take place from 2023

FOR ALL EMPLOYEES WHO ARE NOT SALARIED EMPLOYEES BUT WHOSE WORK AND/OR WORKPLACE IS CONTROLLED BY THE ORGANIZATION

	Germany	Czech Republic	Poland	Slovakia	Switzerland	Geis Group
Number and rate of fatalities due to work-related injuries						
number	0	*	0	*	*	0
rate	0	*	0	*	*	0
Number and rate of work-related injuries with serious consequences (excluding fatalities)						
number	0	*	*	*	*	0
rate	0	*	*	*	*	0
Number and rate of work-related injuries						
number	8	*	4	*	0	8
rate	9,63	*	22,59	*	0	7,94
The most important types of work-related injuries						
Work-related injuries with serious consequences:						
Trapped/impacted						
work-related injuries:						
Cut						
Number of hours worked						
number	830.427,96	*	177.096,00	*	0	1.007.523,96

* = not yet determined in the respective organizational unit. Reporting will take place from 2023

WORK-RELATED ILLNESSES

No work-related illnesses have become known in the company.

In general, all managers who have been assigned entrepreneurial duties are responsible for compliance with occupational health and safety. The technical work is carried out by advisory experts (e.g., safety specialists or safety officers in Germany).

The average number of hours spent by the company's employees on training/continuing education could not yet be determined in accordance with the GRI guidelines (e.g., breakdown by gender and employee category). A project was launched in mid-2022 to determine the key figures accordingly. The key figures have been calculated at branch level since 1 January 2023 and can be reported in the following year.

The following training hours have already been determined for 2022:

Switzerland: 246 h

Poland: 1.842 h

Slovakia: 5.158 h

Germany: 7.648 h

Geis Group: 14.894 h

Czech Republic: Not yet surveyed

PERSONNEL AND AGE STRUCTURE OF THE GEIS GROUP IN 2022

	Germany	Czech Republic	Poland	Slovakia	Switzerland
Percentage of people in an organization's governance bodies in each of the following diversity categories					
male	100%	100%	100%	100%	100%
female	0%	0%	0%	0%	0%
diverse	0%	0%	0%	0%	0%
Age group: under 30 years old, 30-50 years old, over 50 years old					
under 30 years old	0%	0%	*	0%	0%
30 – 50 years old	25%	63%	*	67%	100%
over 50 years old	75%	37%	*	33%	0%
Other diversity indicators such as minorities or vulnerable groups, if applicable					
vulnerable groups	0%	0%	0%	0%	0%

* = is not yet determined in the respective organizational unit. Reporting will take place from 2023.

	Germany	Czech Republic	Poland	Slovakia	Switzerland
Percentage of employees per employee category in each of the following diversity categories					
male	74%	64%	65%	71%	71%
female	26%	36%	35%	29%	29%
diverse	0%	0%	0%	0%	0%
Age group: under 30 years old, 30-50 years old, over 50 years old					
Under 30 years old	23%	17%	27%	24%	35%
30 - 50 years	49%	62%	62%	53%	47%
Over 50 years	28%	21%	11%	23%	17%
Other diversity indicators such as minorities or vulnerable groups, where applicable.					
Vulnerable group	3%	1%	2%	5%	0%

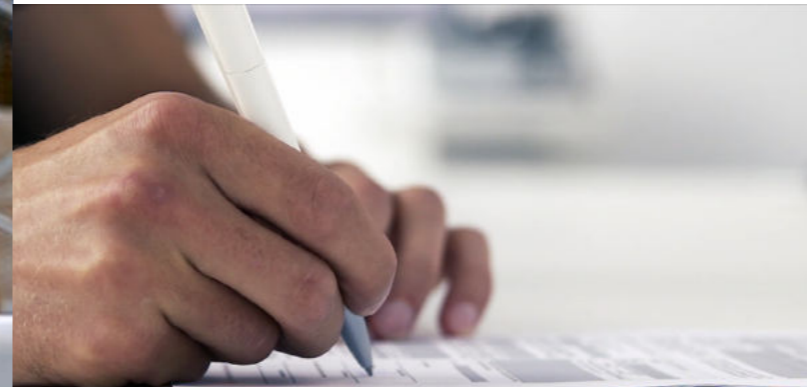


0 No discrimination incidents were recognised in the financial year 2022.



CODE OF CONDUCT

The Geis Group's aim is to ensure that no human rights violations occur within its own company or with its direct and indirect suppliers. 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 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. The Geis Group Code of Conduct contains regulations on:

- 1 Compliance with the law
- 2 Data protection
- 3 Prohibition of corruption and bribery
- 4 Conflicts of interest
- 5 Respect for the fundamental rights of employees
- 6 Prohibition of child labour
- 7 Health and safety of employees
- 8 Environmental protection
- 9 Supply chain

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.

Compliance with the Code of Conduct within the Geis Group is ensured by the Executive Board, managers, HR management and the Human Rights Officer. Compliance is monitored through internal audits. All employees receive regular training on the content of the Code of Conduct and must document their awareness of it on 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 (COC 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.

As part of the process analysis, the risk was identified that suppliers may not comply with the country-specific minimum wage. In order to minimize this risk, contractors must be reassured that the country-specific minimum wage will also be observed for the employees deployed before an order is placed

For 2023, the top 20 suppliers per business division are to be audited (incl. Code of Conduct). In addition, the top five suppliers from the top 50 are to be audited for compliance with human rights using questionnaires.

By the end of 2022, the focus was on implementing the requirements of the German Supply Chain Duty of Care Act. The processes were successfully introduced. Specific targets have been formulated since this year (see criterion 3 Targets).

DECLARATION IN LINE WITH THE NAP BUSINESS AND HUMAN RIGHTS



1. DECLARATION OF PRINCIPLE ON RESPECT FOR HUMAN RIGHTS

The Geis Group is aware of its responsibility to respect human rights and protect the environment throughout its entire supply chain in accordance with its Code of Conduct and is committed to the United Nations Guiding Principles on Business and Human Rights (UNGP) adopted in 2011. The company's business activities are aligned with the internationally applicable standards and guidelines for human rights and the core labour standards of the International Labor Organization (ILO). The management of the Geis Group supervises the implementation of and compliance with the "Declaration of Principles on Respect for Human Rights". The policy statement on the human rights strategy is published on the company website. The declaration applies to all companies in the Geis Group.

The contents of the policy statement were explained to the Management Board and the branch, division and site managers at management meetings. In future, all employees will also be informed about this.

Responsibility for human rights issues has been transferred to the Geis Group's Human Rights Officer.

2. PROCEDURE FOR IDENTIFYING ACTUAL AND POTENTIAL ADVERSE IMPACTS ON HUMAN RIGHTS

The Geis Group has a process in place that covers human rights risks both within the company and at suppliers. This process was established on the reporting date of 31 December 2022.

THE RISK ASSESSMENT ARE INCLUDED:

- 1 Country risk
- 2 Business activity of the supplier
- 3 Industry risk
- 4 Human rights category
- 5 Potential influence
- 6 Extent of damage
- 7 Probability of occurrence
- 8 Contribution of causer

These aspects are assessed individually for each business area i.e., supplier.

The results of the risk analysis will also be integrated into the company's risk management in future



3. MEASURES TO MONITOR EFFECTIVENESS / ELEMENT: COMPLAINTS MECHANISM

To date, all employees have been instructed on the Code of Conduct. This will be reissued in 2023. All training documents will also be expanded as part of this process.

Compliance with human rights will be reviewed as part of internal audits.

A complaints mechanism was set up for German companies when the Supply Chain Duty of Care Act came into force. The requirements of the Whistleblower Protection Act were also implemented at the same time. The complaints procedure is monitored by the Human Rights Officer or the Ombudsperson. Both our own employees and employees of suppliers can participate in the complaints mechanism.

The organizational unit in Poland already has a procedure for reporting violations and irregularities using a whistleblowing reporting procedure. This allows appropriate measures to be taken to eliminate the causes and effects of any irregularities identified. The procedure still needs to be established in the other national companies.





4. HUMAN RIGHTS DUE DILIGENCE IN THE VALUE CHAIN

The Geis Group's Code of Conduct has been revised and will be binding for all suppliers as an applicable document to the supply contracts. This is to be fully implemented in 2023.



The process for assessing human rights risks before entering into a business partnership will be reviewed in 2023. The training of supplier companies on human rights is also still to be reviewed if the risk analysis requires this. There have been no cases of conflict to date. Concepts for redress are still being developed.



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.

CONNECTION

Geis as a company as a whole, as well as each individual branch and location, sees itself as a responsible part of society - connected to the people and the regions. The aim is to establish and continuously expand lasting, trusting relationships with customers, partners, neighbours and communities.

Actively participating in local events, sponsoring associations and events or supporting fundraising campaigns is a matter of course for Geis. Each branch and location has the opportunity to determine the focus of its activities itself, depending on the local situation.

SUPPORT FOR UKRAINE

In connection with the Russian war of aggression against Ukraine, which began on 24 February 2022, the Geis Group has provided financial and logistical assistance through numerous different measures. For example, the Geis Group began working with the humanitarian organization ADRA by providing financial support, but also by regularly transporting relief supplies to the border of the war. The Geis Group has also provided financial support to its employees who have decided to take in Ukrainian citizens.

Funds were made available from the social fund to enable the families of employees from Ukraine to relocate to Poland. For example, Geis Poland has offered its employees from Ukraine and their family members language courses via an online platform. Independently of the Geis Group's activities, employees in various branches organized relief campaigns and worked together with customers, foundations and associations to support the refugees. The Geis Group is proud of its employees' commitment.



Cell phone collection campaign to protect bees and bumblebees.



Tree planting campaign in the Czech Republic

SUSTAINABILITY ACTION DAYS

The Geis Group took part in the German Sustainability Action Days with a cell phone collection campaign. Over 250 of the employees' old devices were donated to the German Nature and Biodiversity Conservation Union (Naturschutzbund Deutschland – NABU) for refurbishment or recycling, which uses the proceeds to protect bees and bumblebees.

TREE PLANTING CAMPAIGN

Various tree-planting campaigns took place within the Geis Group. In the Czech Republic alone, 4.300 trees were planted in one campaign.



Sponsorship of a new set of club jerseys by our branch in Kürnach.



Bee showcase at the Gochsheim site

JERSEY SPONSORSHIP

We are making a big splash this season. The 14 boys aged between 5 and 7 are delighted with the new, bright blue kit sponsored by our branch in Kürnach.

BIODIVERSITY AT GEIS

In addition to the bee colonies at the Neu-Isenburg site, the Geis Group now also has buzzing friends on the company premises at the Gochsheim site.

COMMITMENT TO THE ENVIRONMENT AND CLIMATE IN GERMANY:

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



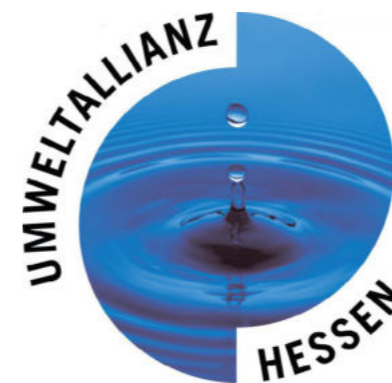
©Bavarian State Ministry for the Environment and Consumer Protection

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

ENVIRONMENTAL ALLIANCE HESSE

The Hesse Environmental Alliance is a voluntary agreement between the Hessen state government, the Hessian economy and the municipal umbrella organizations. In its voluntary commitment to the Hesse Environmental Alliance, the Geis Group commits itself to the following principles:

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



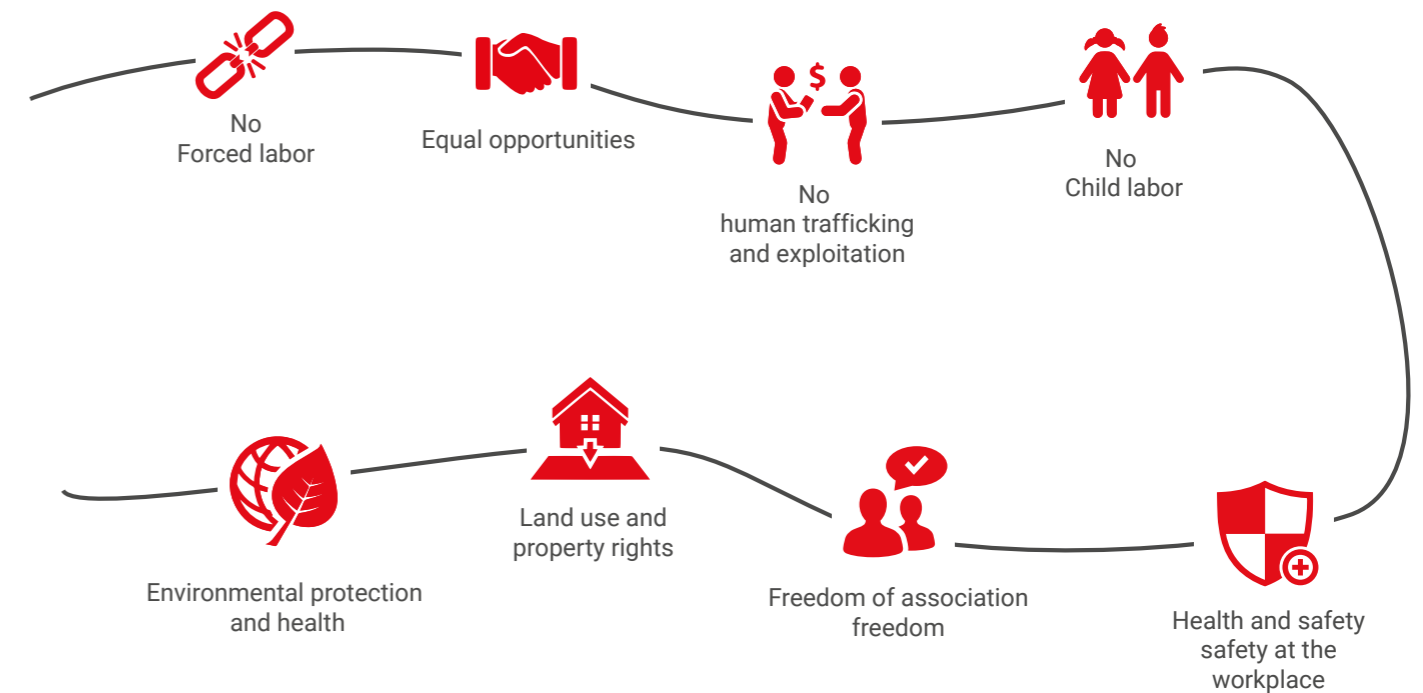
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A SIGNIFICANT NEW LEGAL REQUIREMENT FOR THE GEIS GROUP IS THE SUPPLY CHAIN DUTY OF CARE ACT

As part of a cross-functional project, preparations were made for the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG), which came into force in Germany on 1 January 2023. Among other things, this included linking risk management with supplier management. For example, when commissioning subcontractors for transport services, industry-specific human rights risks such as the appropriateness of remuneration, the right to freedom of association and respect for general occupational health and safety rights were given special consideration.

This is the only way to systematically implement sustainability along the supply chain in compliance with the law. The requirements with regard to ecological and social responsibility and ethical business conduct are formulated in the Code of Conduct for Suppliers.



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 relevant associations. However, memberships are based less on political influence and more on the use of specific services such as consulting, legal advice and networking.



There are memberships and partnerships primarily in industry-specific associations and organizations, in the chambers of industry and commerce of the respective branches and the respective location as well as in regional business development associations.

THE GEIS GROUP IS A MEMBER OF THE FOLLOWING ORGANIZATIONS:

FÖRDERKREIS UMWELT
UNTERFRANKEN E. V.



BVL - BUNDESVEREINIGUNG
LOGISTIK E. V.



DSLIV - BUNDESVERBAND
SPEDITION UND LOGISTIK E.V.



LBS - LANDESVERBAND
BAYERISCHER SPEDITEURE E.V.



CHAMBER OF INDUSTRY AND COMMERCE (IHK) IN THE
REGIONS WHERE THE COMPANY IS BASED

ASSOCIATION OF FORWARDING AND
LOGISTICS OF THE CZECH REPUBLIC

DEUTSCH-TSCHECHISCHE INDUST-
RIE- UND HANDELSKAMMER

ASSOCIATION OF LOGISTICS AND FREIGHT
FORWARDING OF THE SLOVAK REPUBLIC

POLISH INTERNATIONAL FREIGHT FOR-
WARDERS ASSOCIATION

GERMAN-POLISH CHAMBER OF INDUSTRY
AND COMMERCE



**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 ensured if all relevant laws, binding obligations and regulations are known and implemented throughout the company.

Responsibility generally lies with the entrepreneur or their legal representative and is delegated to managers through the “transfer of entrepreneurial duties”. The employer’s obligations as a whole can only be delegated to management levels up to divisional, branch or site management. The managers concerned are responsible for ensuring legal compliance in their area of responsibility, proactively informing themselves about the relevant legal requirements and changes to them and ensuring that they are communicated and implemented in their area of responsibility.

To support management and executives, tools have been established that provide an overview of which legal requirements exist in the respective area of responsibility.

MINIMUM WAGE AND WORKING HOURS

Compliance with national minimum wage standards is ensured within the Geis Group by all responsible departments under the control of the payroll departments. The law requires the Geis Group to check with its contractors before placing an order that the country-specific minimum wage is also complied with for the employees deployed for the services provided for Geis.

Compliance with the requirements for maximum working hours and non-working time is monitored via the working time recording system. Compliance with driving times (e.g., in accordance with the Driving Personnel Ordinance / Regulation (EC) No. 561/2006) is ensured by consistently analysing the driver card and tachograph data of the driving personnel in a separate software solution at all branches with their own vehicle fleet.

DATA PROTECTION

Numerous measures have been taken to ensure compliance with data protection regulations (e.g., for organizations in the European Union GDPR or in Switzerland Data Protection Act [nDPA or DPA]). The Geis Group has appointed data protection officers in the organizational units who perform the advisory and monitoring tasks in accordance with the applicable regulations.

To provide support, data protection managers have been trained to ensure that data protection requirements are complied with at the individual locations and branches. Employees receive regular training on the regulations.

COMPLIANCE

Within the Geis Group, compliance is the responsibility of the central specialist departments. Each legal area is managed by a responsible company division, department or person.

The compliance objectives in the company are described in criterion 3.

As no compliance or relevant breaches of the law were reported in 2022, no separate targets were defined.

CODE OF CONDUCT – INTERNAL AND EXTERNAL CODE OF CONDUCT (SEE CRITERION 17, WHICH HAS ALREADY BEEN REPORTED ON IN DETAIL).

TRAINING OF MANAGERS AND EMPLOYEES

All managers and employees receive regular training on the internal standards of conduct. Their acknowledgment must be personally countersigned on a training certificate.

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

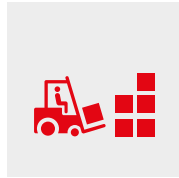
GRI has adjusted GRI SRS 306 (Waste). The revised version will come into effect on January 1st, 2022. In the course of the numbering for the reporting of waste generated has changed from 306-2 to 306-3.



ROAD SERVICES



AIR + SEA SERVICES



LOGISTICS SERVICES



Global Logistics

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