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SUSTAINABILITY REPORT

GEIS GROUP

> 2023

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The sustainability report was created in accordance with the German Sustainability Code. The DNK declaration 2023 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.



FOREWORD BY THE MANAGING PARTNERS

The 2023 financial year was a successful year for our company, in which we were able to further strengthen our position on the market. We can look back on a strong economic foundation. The acquisition of a majority stake in the Quehenberger Group has further strengthened the Geis Group as a full-service logistics provider, both geographically and in terms of performance. This has resulted in one of the densest cross-border networks in Central and South-Eastern Europe. We are therefore excellently positioned for the future.

The increasing global challenges in the environment, society and the economy make it necessary to harmonize ecology, social responsibility and economy. Sustainability is therefore an essential part of our corporate strategy. The path to sustainability is an ongoing process that we continued to pursue with determination and commitment in 2023.

This sustainability report provides information on the key areas of sustainability at Geis and presents the results that were achieved by the end of 2023.

In the area of ecology, we have consistently worked on reducing our carbon footprint and have come a step closer to our MissionZero target.

The new freight forwarding terminal in Ebersdorf demonstrates the possibilities offered by the logistics of the future. Attention was paid to all dimensions of sustainability

during the planning phase, so that the terminal serves as a blueprint for our future generation of buildings.

It continues to be of crucial importance to involve all stakeholders in our journey. This includes our employees, partners and customers. We strive to be an attractive employer with equal opportunities for all. Safety, diversity, equality and inclusion are the most important principles and priorities when it comes to the social dimension of sustainability. We want to create an empowering and safe working environment in which diversity is valued and all employees can contribute their individual skills.

In the economy dimension, fairness and transparency are of crucial importance to us. We are convinced that strong partnerships with suppliers, customers and other business partners are the basic prerequisite for trustworthy supply chains. We therefore maintain good governance practices and have implemented all necessary measures as part of the Supply Chain Duty of Care Act.

With this report, we would like to create another opportunity to communicate openly and transparently with all our stakeholders.

Thank you for your interest and for continuing to accompany us on our sustainability roadmap.

With best regards,
Your Geis family

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

HIGHLIGHTS 2023



- JANUARY 2023**
Quehenberger Logistics Macedonia Doel was honoured as BUSINESS LEADER
- FEBRUARY 2023**
Introduction of a new training programme QLookBooks in Switzerland
- MARCH 2023**
Start of the photovoltaic project in Bad Neustadt
- APRIL 2023**
Geis takes gold, silver and bronze in the IDS Logistics Quality Ranking
- MAY 2023**
Geis acquires a majority stake in Quehenberger Logistics
- MAY 2023**
Best Apprentice Competition: Geis wins silver and bronze
- MAY 2023**
The Geis Group is at the transport logistic trade fair with a focus on sustainability, digitalisation and innovation
- JUNE 2023**
Geis receives gold certificate as a part of the Bavarian Environmental and Climate Pact
- JUNE 2023**
Co-operation with the Economic Council of the the University of Łódź
- JULY 2023**
Honoured with the 'Best Performer Award 2022' in the general cargo cooperation CTL

- JULY 2023**
Launch of the new website and Geis-Career-Webpage
- AUGUST 2023**
Geis wins the prestigious 'AAA Rating Award'
- SEPTEMBER 2023**
The Geis Group was honoured for the third time as the best training company
- SEPTEMBER 2023**
Launch of the project 'Female Empowerment'
- OCTOBER 2023**
Realisation of the EU-wide Geis Clean-Up Day as part of the European Sustainability Days
- OCTOBER 2023**
Geis is an official partner of IDS Logistik GmbH in Central and Eastern European countries
- NOVEMBER 2023**
Digitalisation of the payment process in Slovakia
- DECEMBER 2023**
Geis opens its green terminal in Ebersdorf
- DECEMBER 2023**
Deployment of a further electric truck in Eichenzell
- DECEMBER 2023**
Quehenberger procures 3 million litres of HVO for 2024



Under the motto 'Best of both', Geis takes over Augustin Quehenberger Group GmbH in May. The two companies will combine their strengths in future and continue to improve their services.

At a press conference in Vienna Christian Fürstaller, Jochen Geis and Rodolphe Schoettel (from left) announced the transaction.

GENERAL INFORMATION

The Geis Group, founded in 1945 and headquartered in Bad Neustadt a. d. Saale, is now present in 13 countries with 9,500 employees at 177 of its own network and logistics locations and an international partner and cooperation network. As an owner-managed company, Geis covers the entire range of logistics services: from classic truck transportation to global air and sea freight and complex logistics services. In collaboration with efficient partners and cooperations, Geis offers its customers comprehensive logistics and transport solutions in Germany and throughout Europe. Certified quality and clearly defined performance standards are a top priority. The Geis Group pursues the goal of achieving steady and healthy growth with appropriate earnings. Geis has been named one of "Bavaria's Best 50" several times and has been honoured with the Bavarian Quality Award. According to the latest publication by the Fraunhofer Institute, Geis is one of the top 25 logistics companies in Germany. The family-owned company continuously invests in growing markets, implements innovative solutions for its customers and is constantly expanding its service.

The year 2023 is also characterised by strong growth: The Geis Group joins Quehenberger Logistics in May and acquires a majority of 66 per cent of the shares with retroactive effect from 1 January 2023. In addition to the core markets of Germany and Austria, the Geis Group is thus consolidating its presence in Central and South-Eastern Europe in particular. Geis meets complex requirements and guarantees the highest quality through innovation and digitisation, as well as the use of modern technology. The Geis Group, with all its subsidiaries in all locations and countries, is a family-run company 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 to take responsibility for society and its norms as an international logistics service provider. In doing so, it acts in accordance with ethical and legal principles based on the United Nations Universal Declaration of Human Rights and ensures compliance with internationally recognised labour and environmental standards.

OUR AREAS OF 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.



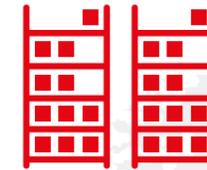
LOGISTICS SERVICES

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

STRONG AND DYNAMIC: GEIS IN NUMBERS



approx. **2,800** trucks/day
(440 own trucks)



1,800,000 sqm
of logistics and handling area



200
sites in Europe



7.3 Mio. t
of transported tonnage



13.7 Mio.
transport orders



9,700
employees

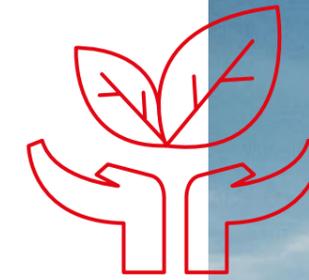


1

STRATEGIC ANALYSIS AND ACTION



Sustainability is an integral part of the corporate strategy.



THE WORLD IS FACING NUMEROUS CHALLENGES THAT ALSO AFFECT THE GEIS GROUP AS A COMPANY.

The world is facing numerous challenges that also affect the Geis Group as a company. These include climate change, international conflicts and economic crises. In the context of globalisation, sustainability is therefore becoming a key competitive factor for internationally operating companies.

The Geis Group therefore bears great responsibility for its actions and their impact on its environment, its employees and sustainable business practices. The Geis Group's understanding of sustainability is therefore based on sustainability as a transformation process: To successfully support the transformation of the economy and society and improve the economic, ecological and social living conditions in Germany and Europe.

For the Geis Group, however, sustainable entrepreneurship and profitable growth also go hand in hand. Only by creating added value for society and its employees can the Geis Group remain competitive in the future. With its innovative and high-quality logistics services, the company aims to help meet global challenges.

Entrepreneurial activity and a focus on sustainable development have always been a maxim of the Geis family. Geis has been operating a comprehensive environmental management system since 2005 and has implemented environmental protection as a fundamental corporate goal in its corporate strategy. Sustainable value orientation in terms of customer satisfaction, quality, professionalism, profitability, environmental awareness and integrity are the cornerstones 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. This also includes the constant improvement of energy efficiency.

In the knowledge that long-term economic goals can only be achieved 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.

The goal of the company's activities is clearly defined. Through its economic success, the constant optimisation of its services and the responsible integration of its employees, the Geis Group aims to make a sustainable and long-term contribution to improving the quality of life and work of people.



THE GEIS GROUP'S SUSTAINABILITY STRATEGY

The Geis family has overall responsibility for the sustainability strategy and has declared sustainability to be an integral part of the corporate strategy since 2021. With the holistic and restructured sustainability strategy, the Geis family wants to meet the challenges of the coming years.

The Geis Group's sustainability strategy is therefore based on five pillars. Within this framework, the Geis Group implements numerous initiatives and projects today and in the future and measures its annual progress.

OUR SUSTAINABILITY STRATEGY IS BASED ON 5 PILLARS:



1

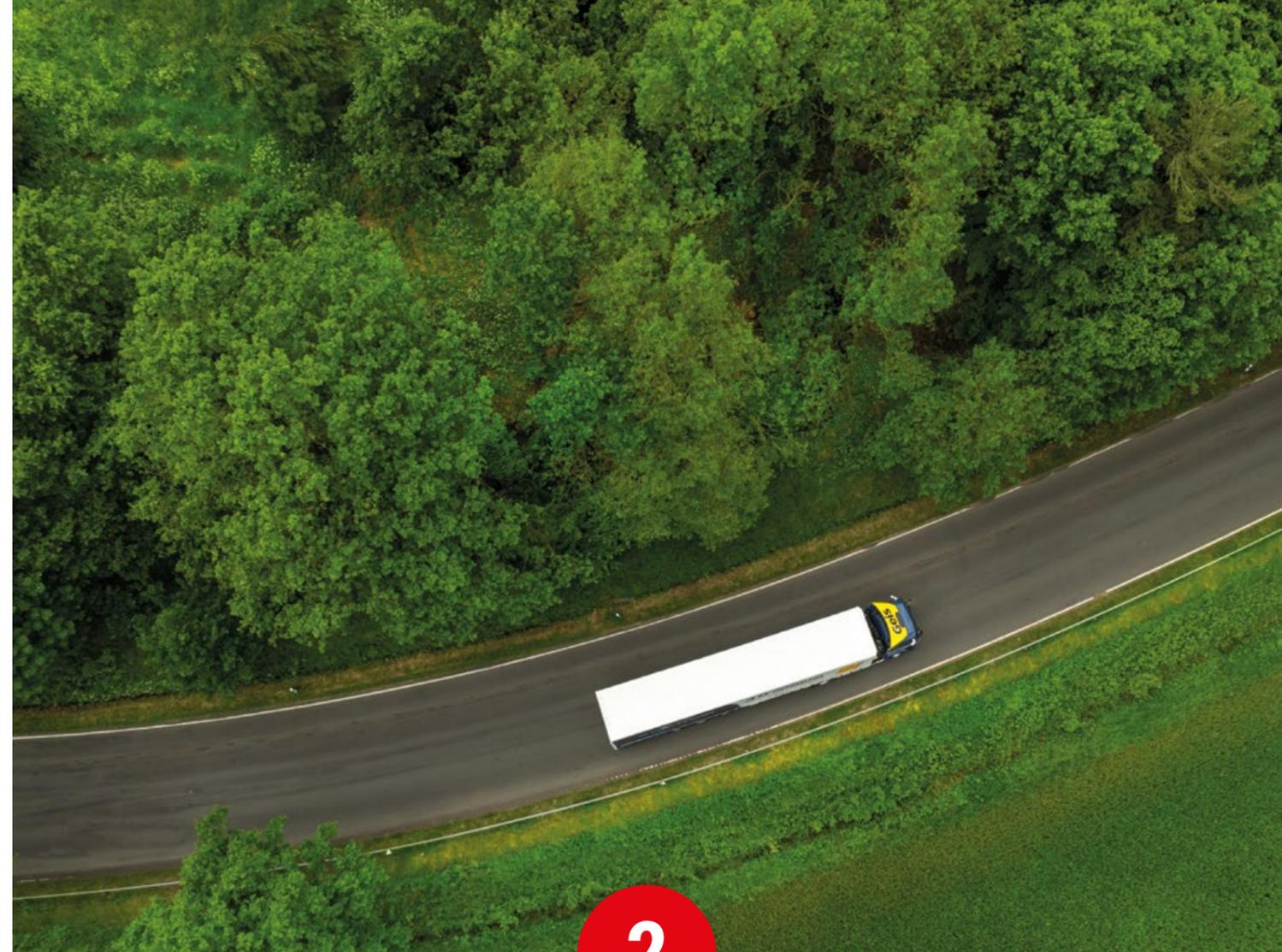
HARMONISATION OF ECONOMY, SOCIAL AFFAIRS AND ECOLOGY

The Geis Group has adopted a three-pillar model for sustainability. In this way, the ecological, social and economic performance of the Geis Group is to be ensured in an equally weighted and equally ranked manner. The aim here is to harmonise economic performance, social commitment and responsibility for the environment.

2

REDUCTION OF CO₂e EMISSIONS THROUGH MISSION ZERO

Through the sustainable "MissionZero" programme, the Geis Group aims to achieve climate neutrality by 2040. The company is already continuously reducing its CO₂ emissions by using renewable energies and alternative drive systems, as well as effective recycling and sustainable waste management.



2

3

PROMOTING INNOVATION AND DIGITAL IMPLEMENTATION

Innovation and the creation of added value with fewer resources are key factors when it comes to doing business sustainably. In particular, Geis sees digitisation as an essential element in making processes more efficient and thus saving resources.

4

ORIENTATION TOWARDS THE CLIMATE OBJECTIVES OF THE PARIS AGREEMENT

The Geis Group is guided by national and international objectives such as the German government's climate neutrality plans and the Paris Agreement climate protection objectives to limit global warming to below 2 degrees Celsius.

5

ORIENTATION TOWARDS THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

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

MATERIALITY



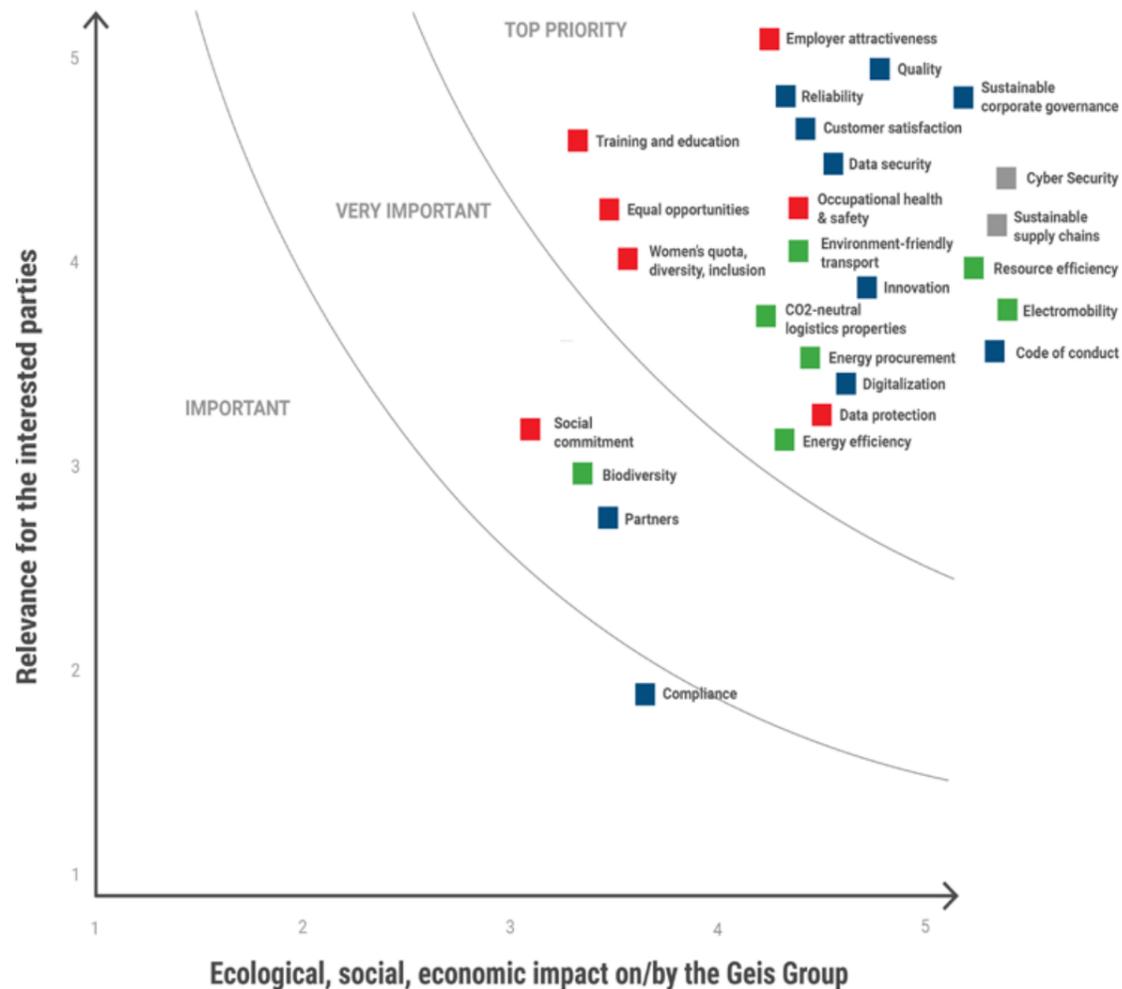
The topics identified as relevant were assigned to the three areas of ecology, social affairs and economy and arranged in the materiality matrix according to their importance for the Geis Group and their impact on society.



ESSENTIAL TOPICS FOR THE GEIS GROUP

As a global company, the Geis Group operates in a complex environment – ongoing review of its own ESG and corporate goals is essential for international success. In order to determine which sustainability issues are particularly relevant for the Geis Group and its stakeholders, the company has been conducting a materiality analysis since 2021 and updates it regularly. The Geis Group last fully updated the analysis in 2022.

In the 2023 reporting year, the Geis Group integrated the Quehenberger Group into its sustainability strategy for the first time and compared the material topics of both companies. Due to the similar portfolios of both companies, no further key topics were identified, so that the analysis results from 2022 continue to apply.



SUSTAINABILITY IMPACTS OF BUSINESS ACTIVITIES (INSIDE-OUT-PERSPECTIVE)

The inside-out perspective describes how the Geis Group's business activities influence sustainability issues.

As a major employer, the Geis Group secures employment and prosperity at its 177 locations in Europe. The logistics company thus supports social stability in the respective regions. As a value-oriented family business, the organisation is socially committed above and beyond normal business operations.

In the area of ecology, emissions – both CO₂ and noise and particulate matter – are a particularly negative aspect for the company's own fleet. It is therefore very important to Quehenberger to reduce emissions as far as 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 in place for deviations. The Geis Group is environmentally certified in accordance with ISO 14001 and works continuously to reduce emissions. For example, the entire vehicle fleet has been converted to the Euro VI standard and regular driver training sessions are held in fleet management to promote fuel-efficient driving. Investments are also being made in alternative drive technologies. The logistics locations are gradually being equipped with energy-efficient technology such as LED conversion or photovoltaic systems.

IMPACT ON THE ENVIRONMENT, SOCIETY AND THE ECONOMY (OUTSIDE-IN PERSPECTIVE)

The Geis Group strives to fulfil its responsibility towards the environment and society in the best possible way. That is why the company continuously and systematically addresses social and ecological change processes and analyses how they affect its business and value creation (outside-in perspective).

Among the sustainability issues that impact on business operations, climate change is particularly noteworthy. Sustainable procurement, climate protection, and the protection and promotion of human rights are classified as particularly relevant. Various legal regulations exist or are in the planning stage, such as the Supply Chain Due Diligence Act, which the Geis Group adheres to. In addition, the protection and promotion of human rights have come into focus against the backdrop of international conventions and national legal frameworks.

The regulatory sustainability requirements in the social and ecological area necessitate changes in the operational and administrative areas. At the same time, new customer and employee demands on the company are being addressed.

Technological innovations in digitalisation and automation are also having a significant impact on the Geis Group's business activities.

OPPORTUNITIES AND RISKS OF SUSTAINABILITY DEVELOPMENTS

The requirements for sustainability reporting prompted the Geis Group to take a closer look at its positive and negative impacts on the environment and society.

OPPORTUNITIES

- Opportunity to position itself as a pioneer in the implementation of the sustainability strategy and related topics
- Opportunity to acquire new customers through sustainable business models (alternative drive systems, climate-neutral transport)
- Opportunity to drive and shape change as a major family business in the region
- Opportunity to utilise new technical possibilities to satisfy customer needs
- The Geis Group aims to retain its employees through strong employee orientation and other instruments, which should lead to lower fluctuation. Employee orientation, employee development and employer branding are also being continuously expanded
- Diversity plays a major role in an industry with many nationalities. Diversity and integrity are therefore very important topics

RISKS

- Risk of image loss due to classification as an emissions-intensive “old economy”
- Risk of cost burden due to investment requirements to improve energy efficiency and due to emission reduction measures
- Risk of additional organisational expenses to fulfil regulatory and administrative obligations
- Risk of a volatile and dynamic environment with regard to legal and customer-specific requirements
- Risk of rising crude oil, fuel and heating oil prices as well as increased taxes and transport-related charges for transport services
- Customer-specific risks such as increasing cost sensitivity
- Increasing days sales outstanding and overdue receivables, defaults or unexpected insolvencies
- Risk of a shortage of skilled labour due to demographic change in the entire logistics sector
- Economic risks include ongoing competitive pressure or a possible recession due to the war in Ukraine
- The supply bottlenecks for key preliminary products in the industry have also had an impact on the logistics sector. In the automotive logistics sector in particular, there were fluctuations in volumes
- Sanctions against Russia and the war between Russia and Ukraine have reduced transport options between Europe and Asia
- Increasing risk of a cyber-security attack, which, depending on its length, could jeopardise operations accordingly

Continuous risk controlling and a risk-based approach tailored to the company are important for the early identification of potential risks. The responsible managers in the divisions are informed at regular intervals about identified risks and the defined measures. Particular attention is paid to risks that arise from strategic decisions and could jeopardise the company’s existence.

This also requires raising awareness among the workforce through training, information, management by example, etc. It is also of the utmost importance that the business activities do not pose any danger to people, the environment or society.

PREPARATION FOR THE IMPLEMENTATION OF THE CSRD:

Due to the forthcoming binding nature of the Corporate Sustainability Reporting Directive (CSRD) from 2025, the Geis Group’s materiality analysis will be thoroughly revised in 2024. Due to the extensive new requirements, it is necessary to fully review and adapt the material topics.

Current developments, e.g. with regard to the new EU directive on non-financial reporting or new standards, will be taken into account from next year.

The first workshops and training sessions on EU taxonomy and CSRD will be held as early as 2024.



CORPORATE SUSTAINABILITY REPORTING DIRECTIVE



3

OBJECTIVES



With its 'MissionZero' programme, the Geis Group has set itself the goal of being climate-neutral by 2040.



ECOLOGY

The main impact of the Geis Group's business activities on the environment is the emission of logistics-related greenhouse gases (GHG), which contribute to climate change.

As part of the "MissionZero" environmental programme, the Geis Group has defined measures and set itself ambitious targets to reduce this impact, realise opportunities and avoid risks.

MEDIUM-TERM GOAL:

In the medium term, the Geis Group has set itself the goal of reducing CO₂ emissions by a total of 65% from the base year 2020 by 2030. A key focus of the climate protection measures is on the following measures:

ENVIRONMENTALLY FRIENDLY TRANSPORT:

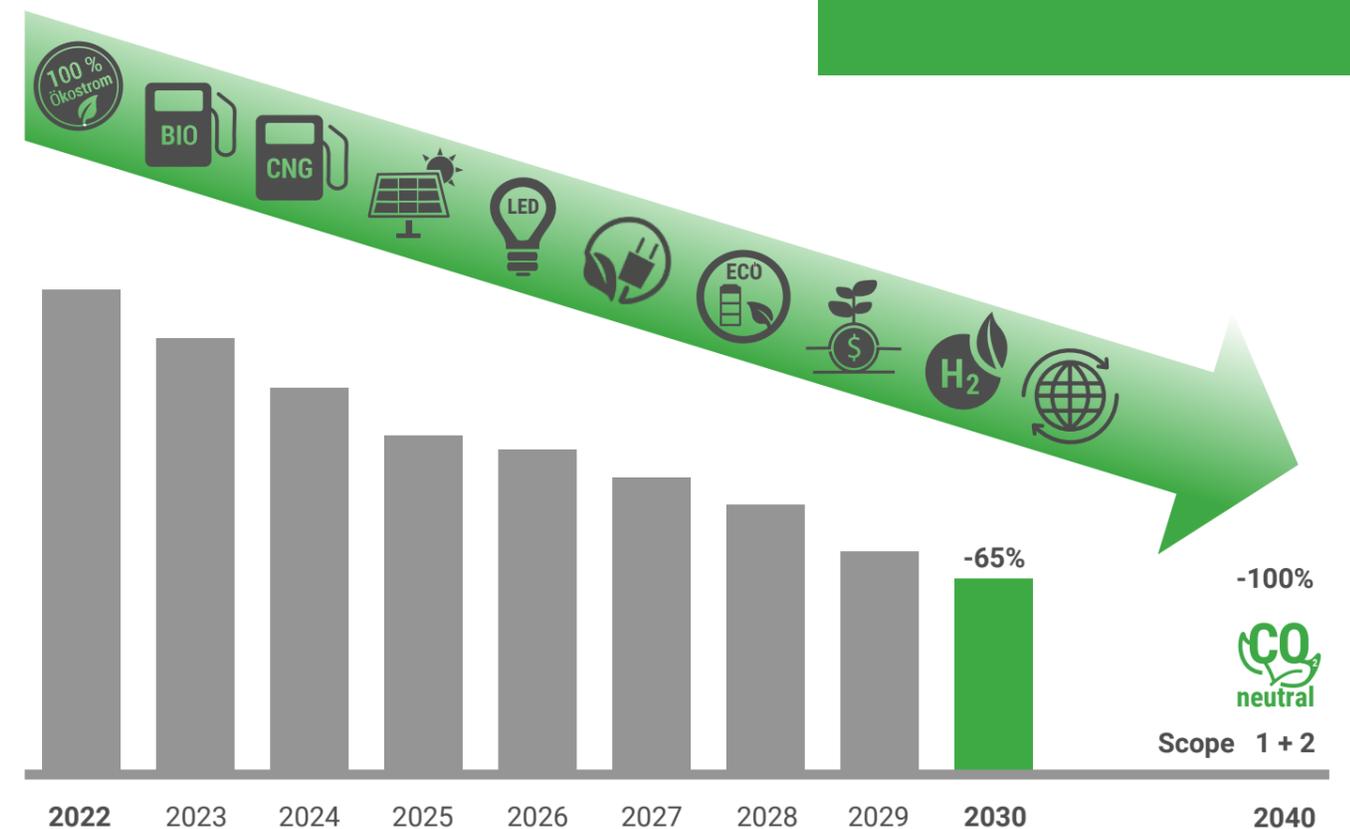
Increase the proportion of alternative drive systems in the truck fleet and for international transport.

CO₂e NEUTRAL LOGISTICS PROPERTIES:

CO₂-neutral or climate-positive construction of new buildings. Investments in cross-sectional technologies.

RESOURCE EFFICIENCY:

Conscious use of resources through sustainable procurement and promotion of the circular economy.



LONG-TERM GOAL

By 2040, the Geis Group aims to reduce GHG emissions from its own logistics services to net zero in Scope I + II.

The Geis Group reduces these emissions to an unavoidable minimum through active reduction measures, which are to be fully offset by recognised countermeasures (without offsetting).



EVALUATION OF THE PREVIOUS YEAR'S TARGETS:



Target definition	Description	Valuation
Group targets		
Reduction of CO ₂ e emissions by 8%	In Scopes I + II according to the GHG Protocol compared to 2022	The relative CO ₂ e saving of 2.5% compared to the planned 8% is due to robust company growth, which partially offset the efficiency measures achieved. Furthermore, the expansion of renewable energy plants and battery-electric vehicles is not yet happening at the desired rate because political and infrastructural conditions are causing delays
Increase in in-house electricity production	Investment and commissioning of four photovoltaic systems in Germany and the Czech Republic	Not achieved, postponed to 2024 (see emissions reduction target)
Increasing energy efficiency	Implementation of at least five LED projects in our own properties	Target achieved
Sustainable procurement of promotional items	For the transport logistic trade fair, 100% of the giveaways are to be purchased sustainably	Target achieved
Use of alternative drive technology	Procurement of at least three e-trucks including charging infrastructure	Target partially achieved; 2 vehicles were deployed
Diesel reduction in the truck fleet	Reduction of diesel consumption by 2% (l/100 km) in our own truck fleet	Target achieved
Sustainable procurement of office materials	Procure 75% of office supplies sustainably	Target not achieved, review in 2024
Sustainable implementation of printed matter	Print 100% of printed matter on FSC paper	Target partially achieved; some documents are already printed on FSC paper

Germany		
Purchase of green electricity	Use of green electricity in all branches with a central framework agreement	Target achieved
Czech Republic & Slovakia		
Purchase of green electricity	Use of green electricity in all branches with a central framework agreement.	Target achieved
Electrification of industrial trucks	All industrial trucks in the business division are to be electrically powered	Target achieved
Optimisation of the vehicle fleet	Complete conversion of the truck fleet to EURO 6 standard. Small vehicles are replaced by new, environmentally friendly vehicles	Target partially achieved, as not all vehicles have been converted yet. The remaining vehicles will be added later
Slovakia		
Energy controlling	Introduction of software for automated energy data collection	Target achieved

THE FOLLOWING GROUP TARGETS HAVE BEEN DEFINED FOR 2024 IN THE AREA OF ECOLOGY:

- 1** **Reduction of CO₂e emissions by 5%**
in Scopes I+II according to the GHG Protocol compared to 2023
- 2** **Increase in own electricity production**
Investment and commissioning of 4 photovoltaic systems
- 3** **Purchase of green electricity**
Use of green electricity in 80% of branches
- 4** **Increase in energy efficiency**
Implementation of at least 5 LED projects in our own properties
- 5** **Use of alternative drive technology**
Procurement of at least 10 e-trucks including charging infrastructure
- 6** **Diesel reduction in the truck fleet**
Reduction of diesel consumption by 2% (l/100 km) in our own truck fleet
- 7** **Implementation of the HVO 100**
The HVO 100 is designed and introduced centrally by the Sustainability team/General fleet management/IT department in Germany
- 8** **Definition of a procurement guideline and sustainable procurement of at least 75% of procured office materials**
Introduction of a centralised procurement guideline from the middle of the year by the Central Purchasing/Sustainability team in Germany
- 9** **Sustainable printing**
100% of printed documents must be printed on FSC paper in accordance with the procurement guidelines

SOCIAL

The Geis Group's corporate culture is modern by tradition. It is based on the shared values, convictions and behaviours of the Geis family and is one of the most important factors in the company's success. It connects employees across all business units and regions and defines their daily actions.

Diversity among employees and respectful interaction with one another is the basis for good cooperation and a prerequisite for economic success. The Geis Group aims to attract, continuously develop and retain competent and committed employees in the long term. After all, only motivated employees can deliver excellent service quality, satisfy customers and thus ensure the sustainable success of the business.

With concepts of diversity, equal opportunities, inclusion and belonging, the Geis Group creates a non-discriminatory, appreciative and safe working environment and ensures health-promoting workplaces.



EVALUATION OF THE PREVIOUS YEAR'S TARGETS:



Target definition	Description	Valuation
Group-wide targets		
Increase of 5% in the number of eLearning courses compared to the previous year, Conversion of classroom training into eLearning courses	Conversion of classroom training into eLearning courses	Target achieved
Introduction of a suggestion scheme in the area of sustainability	Implementation in SharePoint and consultation with ZQM	Target not achieved, no further consideration for the time being
Reduction of work-related injuries	A 5% reduction in work-related serious injuries (resulting in more than 30 days' absence) through appropriate preventive measures	Target achieved
Number and rate of documentable work-related injuries	More consistent recording of near misses in SharePoint compared to the previous year	Target achieved
Germany, Luxembourg, Hungary		
Introduction of flexible working time models	Job sharing, part-time models, mobile working, contract adjustments	Target achieved
Introduction of easy language	Convert documented information into plain language, train employees	Target not achieved, no further consideration for the time being
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	Target partially achieved, training of 27 apprentices in the professional drivers area and 11 in the Air + Sea area, as the market did not provide any further applicants

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	In total, 10 of the TOP professional locations in 2022 were able to maintain their TOP professional status in 2023. With 81.40% in 2022 and also 81.40% on average in 2023, we were able to stabilise the average maturity result at a high level, but not increase it. However, all 'non-professional' locations were able to increase their maturity level from 73.81% in 2022 to 74.51% in 2023.
Poland		
Dual study programme	Training of two dual students in the FTL (full truckload) area.	Target achieved
Ladies First Programme	Evaluation of the programme by the participants.	Target achieved
Prevention of occupational burnout	Stress management training for managers	Target achieved

BASED ON THESE BASIC PRINCIPLES, THE GEIS GROUP HAS ADOPTED THE FOLLOWING GROUP TARGETS FOR 2024 IN THE SOCIAL SPHERE:

- 1** **Reduction of work-related serious injuries** (resulting in more than 30 days' absence) by 5% through appropriate prevention measures
- 2** **Introduction of a high-potential programme** to promote potential within the Geis Group
- 3** **Introduction of programmes** to strengthen and promote the careers of women
- 4** **Increase in training hours** in the Group by 2% per employee
- 5** **Implementation of ISO 45001**



ECONOMY

EVALUATION OF THE PREVIOUS YEAR'S TARGETS



Target definition	Description	Valuation
Germany		
Review of the agreement of human rights clauses	Top 20 suppliers per business unit to be reviewed, including Code of Conduct	Target achieved
Monitoring compliance with human rights	Five suppliers from the top 50 are to be checked for compliance with human rights using questionnaires	Target not achieved as other prioritised risks were dealt with first
Czech Republic		
New transport management system	Introduction of a new transport management system towards more operational automation, paperless processing and better traceability of consignments	Target partially achieved, final roll-out not until 2024
Poland		
Sensitisation of employees	Online sessions to promote an ethical and transparent corporate culture (Code of Conduct and whistleblowing).	Target achieved

THE GEIS GROUP HAS SET ITSELF THE FOLLOWING GROUP TARGETS IN THE ECONOMY DIMENSION FOR 2024:

- 1** Distribution of the new Code of Conduct to all key suppliers with the aim of achieving a response rate of at least 90%
 - 2** Rollout of a new compliance guideline and participation rate of 95% in compliance training within the Geis Group
- The Head of Sustainability, who reports directly to the owners of the Geis Group, is responsible for monitoring the strategic sustainability goals.

THE MATERIALITY ANALYSIS RESULTED IN TEN FOCUS TOPICS.

The focus topics contribute to the Sustainable Development Goals (SDGs), which the Geis Group supports, as follows:

<p>1-3</p>	<p>ECOLOGY:</p> <p>Environmentally friendly transport, CO₂-neutral logistics properties, resource efficiency</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 5px;"> <p>13 MASSNAHMEN ZUM KLIMASCHUTZ</p>  </div> <div style="border: 1px solid black; padding: 5px;"> <p>6 SAUBERES WASSER UND SANITÄR-EINRICHTUNGEN</p>  </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid black; padding: 5px;"> <p>15 LEBEN AN LAND</p>  </div> </div>
<p>4-6</p>	<p>SOCIAL:</p> <p>Talent recruitment + retention, Occupational health and safety, diversity + equal opportunities</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 5px;"> <p>3 GESUNDHEIT UND WOHLERGEHEN</p>  </div> <div style="border: 1px solid black; padding: 5px;"> <p>5 GESCHLECHTER-GLEICHHEIT</p>  </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid black; padding: 5px;"> <p>4 HOCHWERTIGE BILDUNG</p>  </div> </div>
<p>7-10</p>	<p>ECONOMY:</p> <p>Innovation + digitalisation, Quality + reliability, suppliers + compliance, Sustainable management</p> <div style="display: flex; justify-content: space-around;"> <div style="border: 1px solid black; padding: 5px;"> <p>8 MENSCHENWÜRDIGE ARBEIT UND WIRTSCHAFTS-WACHSTUM</p>  </div> <div style="border: 1px solid black; padding: 5px;"> <p>17 PARTNER-SCHAFTEN ZUR ERREICHUNG DER ZIELE</p>  </div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div style="border: 1px solid black; padding: 5px;"> <p>9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR</p>  </div> <div style="border: 1px solid black; padding: 5px;"> <p>12 NACHHALTIGE/R KONSUM UND PRODUKTION</p>  </div> </div>



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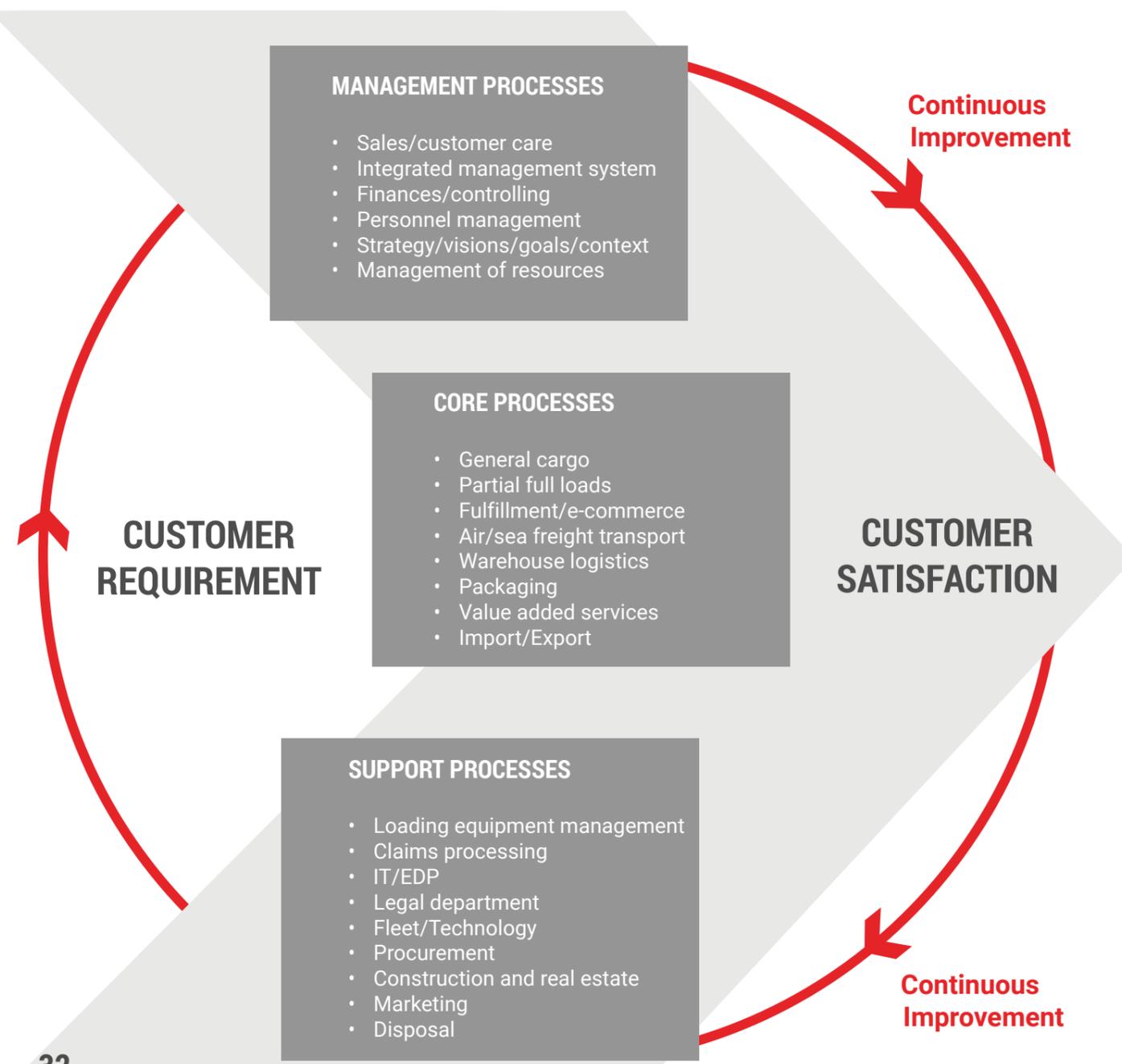
DEPTH OF THE VALUE CHAIN

The Geis Group's processes are designed to provide services with the highest level of customer satisfaction.

The Geis Group is a full-service logistics provider and has no classic industrial production in its service portfolio. Only the packaging plants in Erlangen-Frauenaurach and Unterschleißheim produce export packaging or packaging for hazardous goods. The Geis Group's processes are designed to provide services with the highest level of customer satisfaction. While the processes in the road sector are largely standardised, the processes in contract logistics and in the Air+Sea sector are carried out according to the respective customer requirements. The portfolio is broadly based overall: The Geis Group's active customer base includes small and medium-sized companies as well as corporate groups and DAX-listed companies from all sectors.

The Geis Group's locations and branches identify their opportunities and risks along the process chain and keep a record of them. In this context, all processes are examined for ecological, economic and social sustainability risks and, in the interest of the continuous improvement process, measures are initiated and their effectiveness evaluated. In addition, the environmental aspects of the locations and branches are regularly analysed in all areas.

THE PROCESS LANDSCAPE OF THE GEIS GROUP IS DEFINED IN THE FOLLOWING DIAGRAM:



PROCUREMENT AND EVALUATION CRITERIA

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

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



PRODUCTS/SERVICES IN THE VALUE CHAIN

Wood as a raw material plays a major role in the packaging plants. The utilisation of natural resources is specified in criterion 11.

PROBLEMS/MEASURES IN THE THREE DIMENSIONS OF SUSTAINABILITY:

The Geis Group's biggest emitter of CO₂e is the Road Services business unit. Electric and fuel cell trucks were not yet ready 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. Despite the use of combustion technology, an optimal deployment is achieved by means of a modern vehicle fleet, the use of telematics and the use of driver trainers. In addition, the process teams are continuously working on optimising routes and vehicle utilisation.

The Geis Group counteracts 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. Because: only if everyone pulls together can a real team spirit and partnership develop. In addition to a modern working environment, Geis offers punctual payment, an attractive salary package, accident insurance and free work clothing. Geis also focusses on the qualification and further development of its employees.

DIALOGUE WITH STAKEHOLDERS

Communication with stakeholders along the entire value chain takes place via various channels (e.g. regular meetings with customers, dialogue in industry associations, memberships in environmental initiatives, etc.).



5

RESPONSIBILITY



Every employee of the Geis Group is responsible for ensuring that a focus is placed on sustainable action so that the Geis Group as a whole can operate sustainably.



TAKING RESPONSIBILITY - ACTING SUSTAINABLY

The implementation of systematic sustainability management at all levels of the company is driven by 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 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.

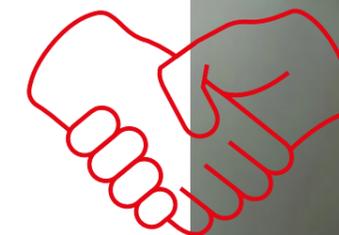
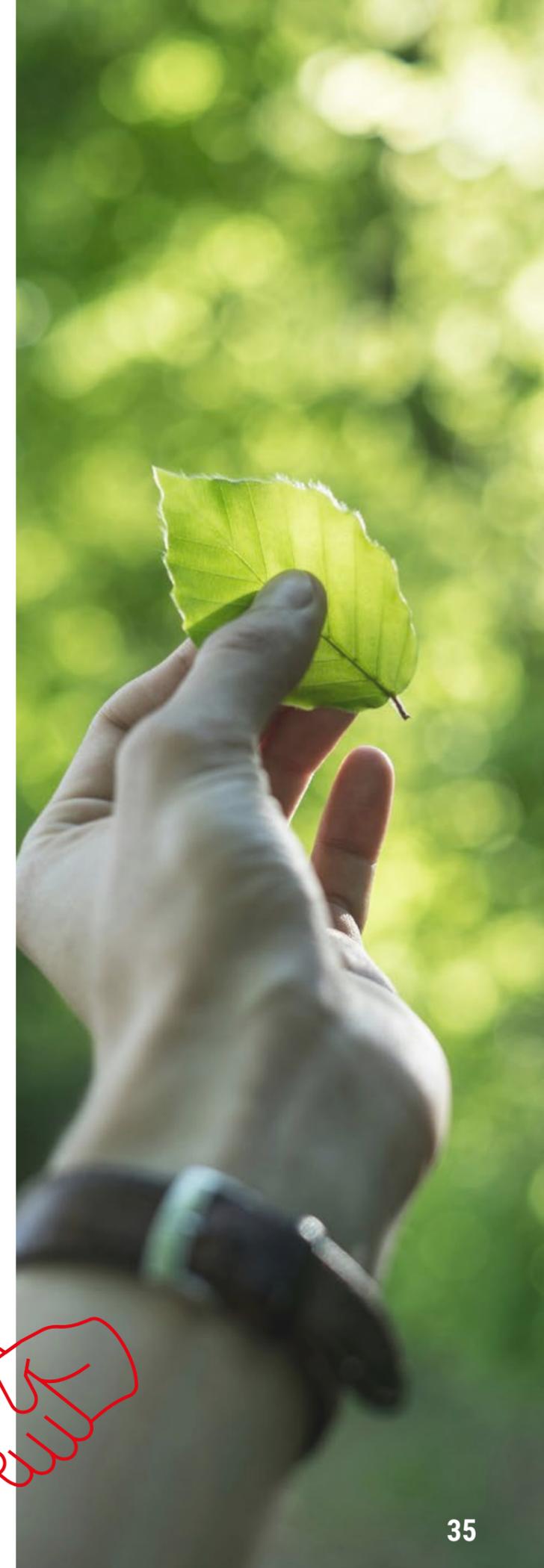
In this regard, the company benefits from its flat organisational structure. The sustainability team reports regularly to the owners.

The importance of sustainability is emphasised “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 recognise potential for improvement and implement suitable measures for improvement.

Every employee of the Geis Group is therefore responsible for ensuring that a focus is placed on sustainable action and that this is further developed so that the Geis Group as a whole can operate sustainably.

Once a year, a cross-divisional workshop is held at which the responsible divisional managers from all EU countries are present. This promotes transparent exchange and generates a multiplier effect under the best-practice approach.





6

RULES AND PROCESSES



The sustainability strategy and corporate policy are set out in the manual to provide all managers and employees with a guide to action.



Sustainability is firmly anchored in all areas of the Geis Group. The sustainability strategy and corporate policy are set out in the manual to provide all managers and employees with a guide to action. Central departments such as Human Resources, Occupational Safety and Central Quality Management have set out the key corporate requirements in centralised procedural instructions and process descriptions. These are implemented by the management and are binding for all managers and employees.

Important documented information on compliance with sustainability standards includes, for example:



Compliance with the requirements from the procedural instructions and process descriptions is regularly checked as part of internal audits.

QUALITY

Geis takes gold and silver in the IDS Logistics Quality Ranking. After coming second in the previous year, Geis Bischoff Logistics in Lichtenfels, based in Ebersdorf since the end of 2023, is at the top of the winners' podium in the IDS Quality Ranking 2023 for the first time. The silver medal goes to last year's third-placed company, Hans Geis GmbH + Co KG, Kürnach.

The outstanding quality of the Geis Group is also reflected in CEE. Geis CZ received the "AAA Platinum Excellence Certificate" from Dun & Bradstreet, which is the highest possible award for business excellence. Geis SK received the prestigious AAA rating award.





7

CONTROL



The collection of key figures is a key tool in the Geis Group for managing and monitoring sustainability targets.



The Geis Group has a comprehensive ESG reporting software. This has optimised the data collection, analysis and reporting processes. Currently, it is primarily environmental key figures that are mapped here. In future, all ESG data is to be consolidated across the entire Group in order to achieve the best possible data transparency for CSR-D reporting. Following the majority takeover of Quehenberger on 1 January 2023, work has already begun on successfully integrating Quehenberger into the reporting software.

The collection of performance indicators is a key tool for managing and monitoring sustainability targets in the Geis Group. They serve the continuous improvement process and, in particular, the reduction of CO₂ emissions.

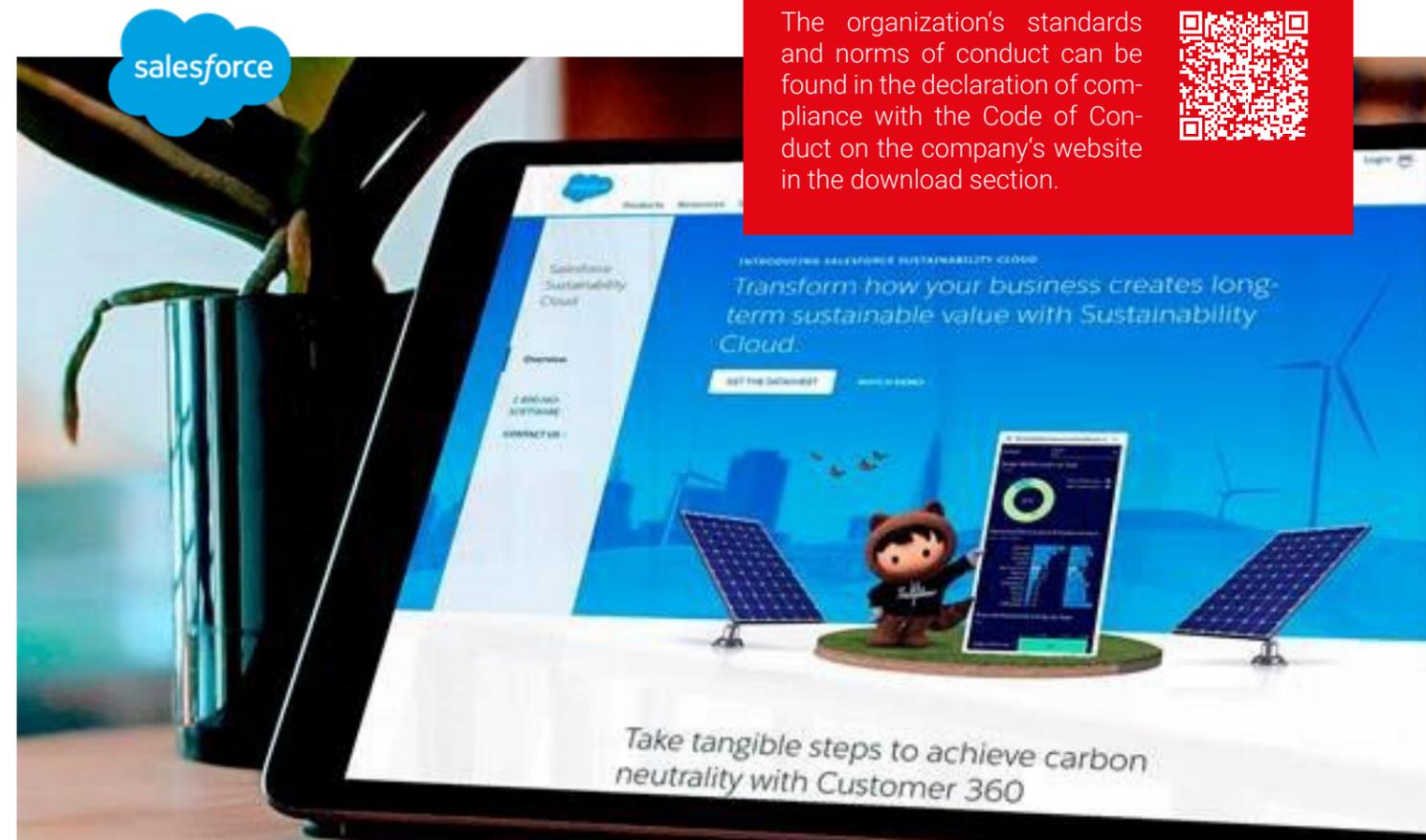
The Geis Group collects the following key figures for its locations and branches:

- Power consumption (kWh/m²)
- Heat consumption (kWh/m²)
- Diesel consumption of trucks and cars (l/100 km)
- Total energy consumption (l)
- Waste according to the European Waste Catalogue (kg)
- Sick rate
- Near-misses
- Work-related accidents
- Productivity
- Error rates



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, 14001 and ISO 45001 and is regularly audited by 3rd party audits (customer and certification audits).

The sites and branches regularly carry out regular communication within the framework of the Integrated Management System, in which the performance indicators from the areas of quality, occupational safety and the environment are discussed and, if necessary, measures are initiated. Measures are tracked in lists of measures. An effectiveness evaluation is carried out after implementation. In addition, all performance indicators are subject to centralised controlling.



The organization's standards and norms of conduct can be found in the declaration of compliance with the Code of Conduct on the company's website in the download section.



CORE COMPETENCIES AND CORE VALUES

The company's core competencies and values are as shown in the following diagram:

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



INCENTIVE SYSTEMS



There are various 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, a variety of 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 Geis employees and increasing their loyalty to the company.

The corporate objectives are evaluated as part of the Executive Board's strategy meetings. In addition, an annual evaluation takes place as part of the management reviews.

Particular attention is paid to the direct saving of fuel in land transport. Therefore, "environmentally friendly and fuel-efficient driving" is a key criterion in the premium regulations for professional drivers. The Team Optimisation 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 utilise input materials more effectively. The achievement of TOP targets is specifically anchored in the incentive system in

that the criteria "Completed TOP projects and fulfilment of TOP maturity level" are part of the target agreements for logistics managers.

One of the key sustainability criteria is a qualified vocational training programme, depending on the education system in the respective countries. In this respect, trainees with very good examination results in the final examinations receive staggered bonuses in the very good grade range. The company also honours top placings in the German "Best Trainee" competition. The Geis additional services and benefits are also aimed at sustainability and long-term employee retention.



PENSION SCHEME

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

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



SHOPPING CARD



EMPLOYEE DISCOUNTS

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

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



CHRISTMAS BONUS



ANNIVERSARY BONUS

Employees receive a special bonus for an important work anniversary. The amount of the bonus depends on the number of years worked for the company.

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



REFERRAL BONUSES



HEALTH PROTECTION

As a service company, our employees are our greatest asset. Only if the employees are doing well will the company also do well. The "QActive – achieve more together, stay healthy, have fun" recreation and health programme, for example, was created with this in mind. The aim of the programme is to strengthen employees' mental and physical fitness as well as their sense of togetherness.

ADDITIONAL NATIONAL INCENTIVES

GERMANY

COMPANY BIKE LEASING

All eligible employees have the opportunity to lease a "job bike" at a tax-privileged rate and on attractive terms as part of the company bike leasing scheme. Additional services can also be booked. Selection and ordering can be easily carried out via an online portal without the need for paper processes. A company bike demonstrably reduces car journeys and promotes the health of those who cycle to work. The term and attractiveness of the leasing offer increases loyalty to the company.

FREE VACCINATION OFFERS

Free annual flu vaccination offers from the company doctor have been part of the company's preventive programme for years.

COMPANY DOCTOR

The company doctors regularly check the safety of the workplaces and are also available to answer any questions regarding health and preventive measures, such as back-friendly lifting and carrying.

JOBRAD



QUEHENBERGER

SPORTS AND EXERCISE PROGRAMME

Employees from all countries meet once a year for a joint football tournament. This tradition was continued in the summer of 2023. The QActive recreation and health programme offers employees a variety of events. These range from free participation in sporting events, after-work sports sessions and organised mountain hikes to tips and information on healthy eating.

INSURANCE BENEFITS

Employees have the opportunity to take out discounted supplementary health insurance based on their own preferences and needs.

NUTRITION

Quehenberger supports its employees with a financial subsidy when they order from communal catering services. This enables employees to order balanced and fresh meals.

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

POLAND



COMPANY SOCIAL FUND

Under certain conditions, employees can benefit from a company social fund.

SLOVAKIA



SPORTS AND EXERCISE PROGRAMME

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

CZECH REPUBLIC



SPORTS AND EXERCISE PROGRAMME

The employer supports sporting activities of employees, including their family members. As part of a membership in this programme, employees can visit a sports or relaxation facility in the Czech Republic



BONUS PROGRAMME

During the cold season, employees receive a vitamin box to strengthen their immune system. Employees also receive preferential conditions from various service and goods providers.



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 ensures the sustainable success of the company.



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

In doing so, external and internal requirements/issues of

the respective stakeholders were taken into account that could affect the strategic goals and planning of the Geis Group. Possible opportunities and risks and necessary measures are determined and defined for each stakeholder group.

THE STAKEHOLDER GROUPS ARE AS FOLLOWS:

EXTERNAL STAKEHOLDER GROUPS

- Customers (existing and new customers)
- Applicants
- Suppliers and service providers
- Legislators / Authorities
- Neighbours / residents / society
- Municipality / community / city / state
- Interest groups and non-governmental organisations
- Politics
- Landlords / tenants of properties
- Competitors / contenders
- Co-operation partners
- Transport companies / freight forwarders / airlines / carriers / shipping companies / agents / customs agents
- Insurers
- Financial institutions
- Company doctors
- Certifiers
- Media and press

INTERNAL STAKEHOLDER GROUPS

- 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. Dialogue and communication with stakeholders help the company to identify new developments, potential opportunities and risks. On this basis, new goals and sustainable measures are derived and implemented in the Geis Group.

To this end, the company uses the following methods and measures:

- Internal news reports by notice board and e-mail
- Discussions with employees
- Job interviews
- Regular jour fixe with customers
- Visits to customers
- Events with customers
- Customer satisfaction survey
- Company magazine/customer magazine
- Homepage
- Social media channels
- Intranet for the provision of information
- Cooperation with associations

With our own network and cooperation with partners, we offer our customers the best possible service.

- Cooperation partnership in several logistics networks
- Regular exchange and visits to authorities (e.g. customs, Federal Aviation Office, Trade Supervisory Office, employers’ liability insurance associations (Berufsgenossenschaften), government)
- Cooperation with media representatives
- Exhibition stands at relevant industry trade fairs

A wide range of concerns are brought to the attention of the Geis Group through dialogue and communication with the above-mentioned stakeholders. These can come from the areas of ecology, social affairs and economics. In particular, the stakeholder groups “customers” and “employees” approach the Geis Group with concerns that can have a decisive influence on our sustainability. This has also led to the Geis Group implementing a new central “Sustainability” department, which reports directly to the top management. The concerns of the stakeholders are taken up by the “Sustainability” department at headquarters and incorporated into the Geis Group’s sustainability process. The measures taken and the resulting goals are documented in the sustainability report and made available to the stakeholders.

In 2023, a stabilising trend emerged in the business situation and consumer sentiment. Nevertheless, volumes had declined, particularly in the transport sector, due to a wait-

and-see investment behaviour. This is due to the current overall economic situation. High energy costs, high fuel prices and a shortage of drivers, as well as the sharp increase in toll costs at the end of the year, have further exacerbated the situation. This has a very significant impact on price negotiations with customers. Sustainability continues to be a highly relevant topic for customers. The number of enquiries about low-emission drives, assessments of the CO₂ emissions of shipments and the performance of sustainability assessments has increased significantly. The introduction of the Supply Chain Act has placed considerable demands on the company, both from politicians and from customers.

THE FOLLOWING TOPICS AND CONCERNS REMAIN:

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 appraisal

AUTHORITIES

- Successful authorisation/authority certificate
- Validation of the implementation of regulatory 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.

PRODUCT MANAGEMENT

The packaging companies Georg Lechner GmbH and Geis Industrie-Service GmbH are an exception within the group. These two companies offer packaging logistics as a complete package: from conception and material selection to packaging logistics. The Geis Group's experts develop and manufacture special packaging for sensitive high-tech products, irreplaceable works of art and entire production plants. There are hardly any weight or size restrictions.

The product packaging requires the procurement of wood as a packaging material, which has a direct impact on the environment. The company procures the wood from certified dealers (FSC, PEFC). As far as possible, regional dealers are used for the sawn timber and European suppliers for the wood-based materials. Geis utilises the resulting offcuts for packaging filler material and small packaging units or pallets, so that a maximum of 10% is generated as a waste product.

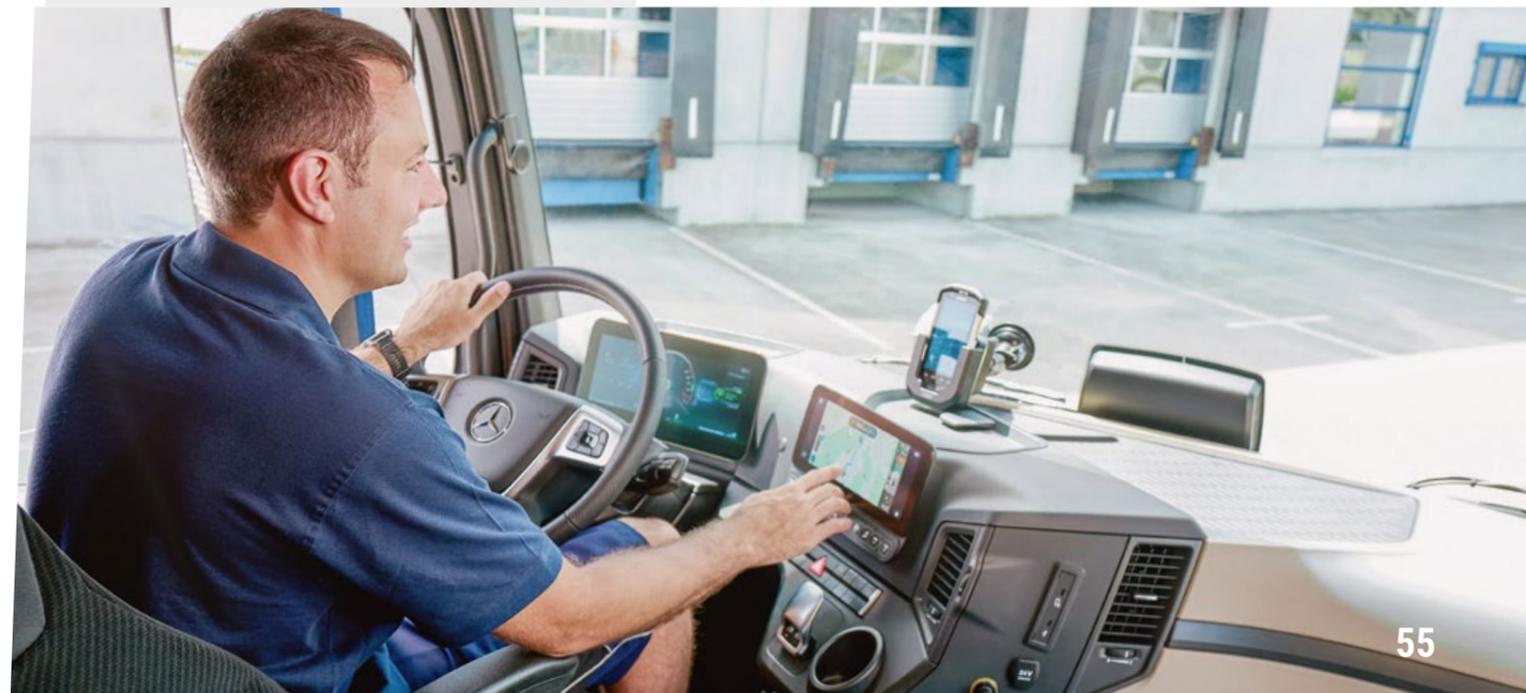
This minimum waste is passed on to specialised disposal companies for further processing (e.g. wood pellets, wood chips).

INNOVATION MANAGEMENT

The Geis Group has implemented a central innovation management system. This enables the company to differentiate itself and thus gain a sustainable competitive advantage. The aim is to know the relevant design fields for the continuous improvement in ongoing projects as well as for the development of new services, and to concentrate specifically on those areas that promise the greatest success. That is why the Geis Group employs innovation and product managers in the Road Services and Logistics Services divisions.

There is a regular cross-divisional and cross-border exchange of ideas to optimise processes sustainably. Furthermore, the innovation and product managers deal with trends and new technologies, ranging from GenAI to Digital Twins. Research on current topics is carried out via desk research or networking exchanges. In addition, there are collaborations with start-ups and universities, as well as workshops and working groups with industry or freight forwarding associations. The trends and future topics related to innovations are subjected to a "proof of concept (POC)" in Geis innovation hubs and rolled out if the approaches are promising.

In the Road Services division, the focus is currently on testing systems for improving the transparency of shipments and for automatic scheduling. The quality of route planning, process duration and the attractiveness of the workplace are to be improved by means of 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. At a semi-annual innovation meeting with management and shareholders, current innovation projects are discussed, trends analysed, and priorities set.

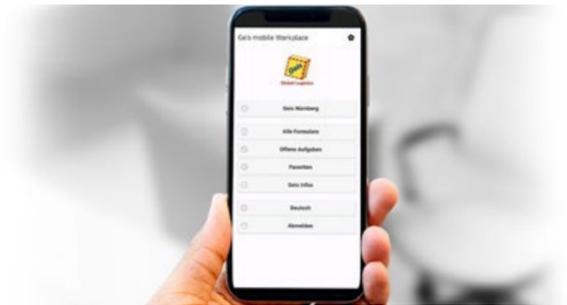


INNOVATION PROJECTS IMPLEMENTED IN THE ROAD SERVICES BUSINESS DIVISION IN THE 2023 FINANCIAL YEAR:

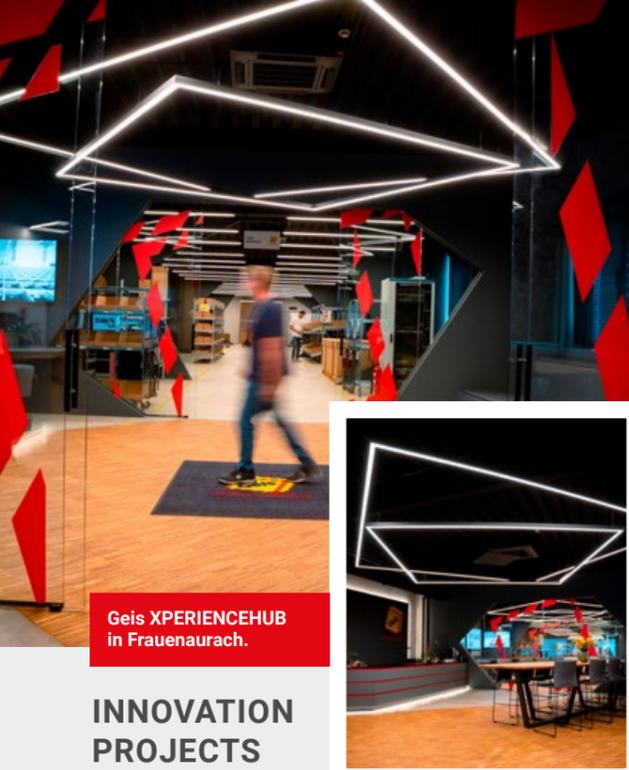
- 1 Real-Time-Visibility:** Testing of two Real-Time Visibility (RTV) systems that can increase real-time transparency for dispatchers and customers via the on-board units of the company's own and third-party trucks. The resulting real-time information is integrated into the internal scheduling programmes.
- 2 5G mobile communications standard:** 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 optimisation software packages:** Modern route optimisation software is to be used to support the scheduling of HGVs in local transport (collection/delivery). It is being tested whether the software tools can lead to higher capacity utilisation and fewer kilometres driven. Another goal is to achieve consistently high quality in scheduling through additional software-supported processes.
- 4 Web service infrastructure:** Development of a web service infrastructure for a modern interface architecture for data exchange. In a first phase, shipment and status information is integrated.
- 5 Geis mobile Workplace:** Roll-out of the "Geis mobile Workplace" app. The app can be programmed with Low Code, allowing it to be developed by local IT employees at the road sites. This means that requirements can be implemented quickly and in direct coordination with the specialist departments. This further advances digitalisation.
- 6 Renewal of the scheduling programme:** Renewal of the scheduling programme in the "Geis Direkt" product area to enable even more transparency and integrated processes for scheduling.
- 7 Digital payment option:** Introduction of a digital payment option for cash-on-delivery consignments via the professional driver's smartphone.
- 8 E-truck:** An e-truck was tested in shuttle transport 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 transport using electric drives.
- 9 Yard management system:** Completion of the introduction of a new yard management system in 4 depots. The complete transparency of yard transport helps to reduce unnecessary movements and increase the quality of the loading process.
- 10 Computer hardware:** Replacement of computer hardware for our main infrastructure backbones IBM Power10, ESX and backup capacity (HPE) in September and November of 2023. The ever-increasing amount of data generated in our processes requires more storage space and faster computing power. Although expanding our capacities is part of our day-to-day business, replacing our core infrastructure hardware is always a challenge. All systems were thoroughly tested and put into operation without interrupting our operations.

CURRENT INNOVATION TOPICS IN THE ROAD SERVICES BUSINESS DIVISION

- 1 Q Pay:** With the Q Pay function in QCCP, Quehenberger helps its forwarders to get their money faster. Quehenberger thus saves money and at the same time strengthens the bond with its forwarders.
- 2 AI in TMS:** Order entries in Translogica are now completed using OCR and AI functions to reduce the amount of manual work required by employees.
- 3 Freight Exchange:** An additional module was implemented in the QCCP customer platform to optimise the freight exchange between Quehenberger and Geis.
- 4 Career Dashboard:** An additional module was implemented in the QCCP customer platform to improve document and invoice processing for the Quehenberger Group's freight forwarders. This module also helps freight forwarders with the fleet onboarding process.
- 5 Transport Real Time Visibility:** A proof of concept for real-time visibility was launched in spring 2023. Real-time visibility creates complete transparency when tracking transports using the GPS positions of trucks and trailers.
- 6 Power BI:** Proof of Concept of Power BI for operational reporting in warehouses or IT KPIs.
- 7 Purchase invoice process:** Introduction of a new software programme to speed up the invoicing process in Germany. The aim of the project is to save time and reduce the number of telephone calls through automated cross-checks and responses in the event of differences.
- 8 Automated route optimisation:** The proof of concept for automated route optimisation for the first/last mile was carried out using 2 different tools. However, the results were heavily dependent on the data quality, which turned out to be suboptimal. Follow-up projects were carried out to improve data quality before route optimisation is tested again. The aim is to introduce a tour optimisation tool in 2024.
- 9 Low Code:** Rollout of the new low-code platform Budibase in September 2023. The tool enables the quick and easy programming of small applications, e.g. a platform for driver registration with tablets in our warehouses. To date, 15 small web-based applications have been programmed, mostly within a few days.



In the Logistic Services division, the focus is currently on innovations and technology that can be used in the Geis Group's contract logistics projects throughout Europe. These include wearables, pick-by-voice, pick-by-light, RFID projects, logistics apps and automated guided vehicles. Together with key users from the specialist departments and the site IT colleagues, processes are continuously reviewed, best practices defined, and their implementation ensured.



Geis XPERIENCEHUB in Frauenaarach.

INNOVATION PROJECTS IMPLEMENTED IN THE LOGISTICS SERVICES DIVISION IN THE 2023 FINANCIAL YEAR

- 1 Geis Training and Demo Centre Frauenaarach:** The aim of the innovation centre is to demonstrate logistics-related innovations and technologies that are already in use within the Geis Group and are to be tested as part of proof-of-concept projects. 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 optimise these capacities by department, shift, cut-off time, etc.
- 3 Pilot applications and proof of concept:** Integrated warehouse control centre in the warehouse management system, camera-supported counting system, picking robot, etc.

CURRENT INNOVATION PROJECTS IN THE LOGISTICS SERVICES DIVISION:

- 1 Pick by voice:** The Geis Group has tested several PbV providers, including the equipment, and selected the most effective solution for the implementation of contract logistics projects in the Czech Republic. The development and integration will be completed in 2024.
- 2 Capacitive pick-by-light system:** A capacitive pick-by-light system with an integrated display was tested at the site in Chomutov. It actively supports picking processes and is expected to improve process productivity by up to 50%. The use of QR codes for orientation in the warehouse (with HD cameras) and the use of a laser pointer to mark the position for picking were tested.
- 3 Robotic scrubber-driers:** Following a successful pilot test with various cleaning robots, the Geis Group has put a ride-on scrubber-dryer robot into operation at its Hohenhagen site.
- 4 Smart back-of-hand scanner:** Following a 2-month pilot, the Geis Group has introduced a smart back-of-hand scanner at its Gochsheim site. The smart watch shows the work steps on the display so that the touch function can be used to communicate directly with the warehouse management system. This reduces the storage and recording times of an additional scanning device.
- 5 Flic-Button:** After a successful 2-month pilot project, the Geis Group has decided to use Dash-Button to communicate with the warehouse control centre at the Gochsheim site to trigger transport orders and stock transfers.
- 6 Autonomous reach trucks:** At the Neu-Isenburg site, a rough concept and a business case were developed for the use of autonomous reach trucks for the storage and retrieval process.
- 7 API implementation:** Implementation of a new API lobster for easy connection and integration of new customers.



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



The percentage of financial investments that pass or fail a screening test based on environmental or social factors is 100 %.



INNOVATION PROJECTS IMPLEMENTED IN THE AIR + SEA SERVICES DIVISION IN THE 2023 FINANCIAL YEAR:

- 1 Transport management system:** Introduction of a standardised Europe-wide transport management system (Poland, Czech Republic & Luxembourg).
- 2 Web-Cargo:** 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 ETW:** Implementation of the "EcoTransIT World" software to calculate the CO₂e footprint for Air + Sea Services at consignment level.
- 4 M365:** Start of the rollout of Microsoft 365 for Geis Air & Sea. Improving collaboration through cloud technology such as Teams or OneDrive.

CURRENT INNOVATION PROJECTS IN THE AIR + SEA SERVICES DIVISION

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

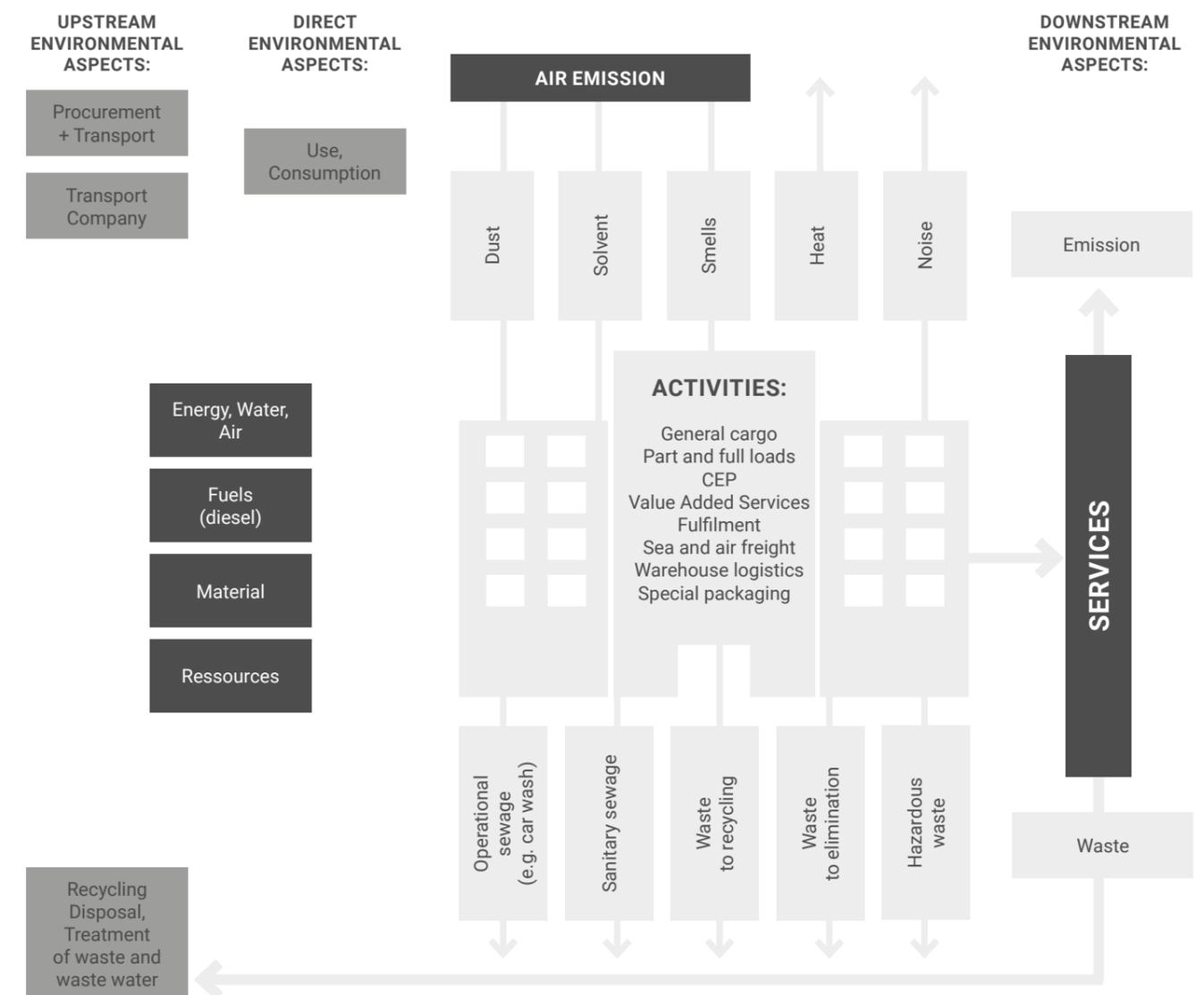


11

USAGE OF NATURAL RESOURCES

As part of the Geis Group's activities, it is essential 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, petrol, oil, etc.) and materials (wood, film, 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 decentrally 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.

THE GEIS GROUP'S MAIN RESOURCES IN 2023 ARE:

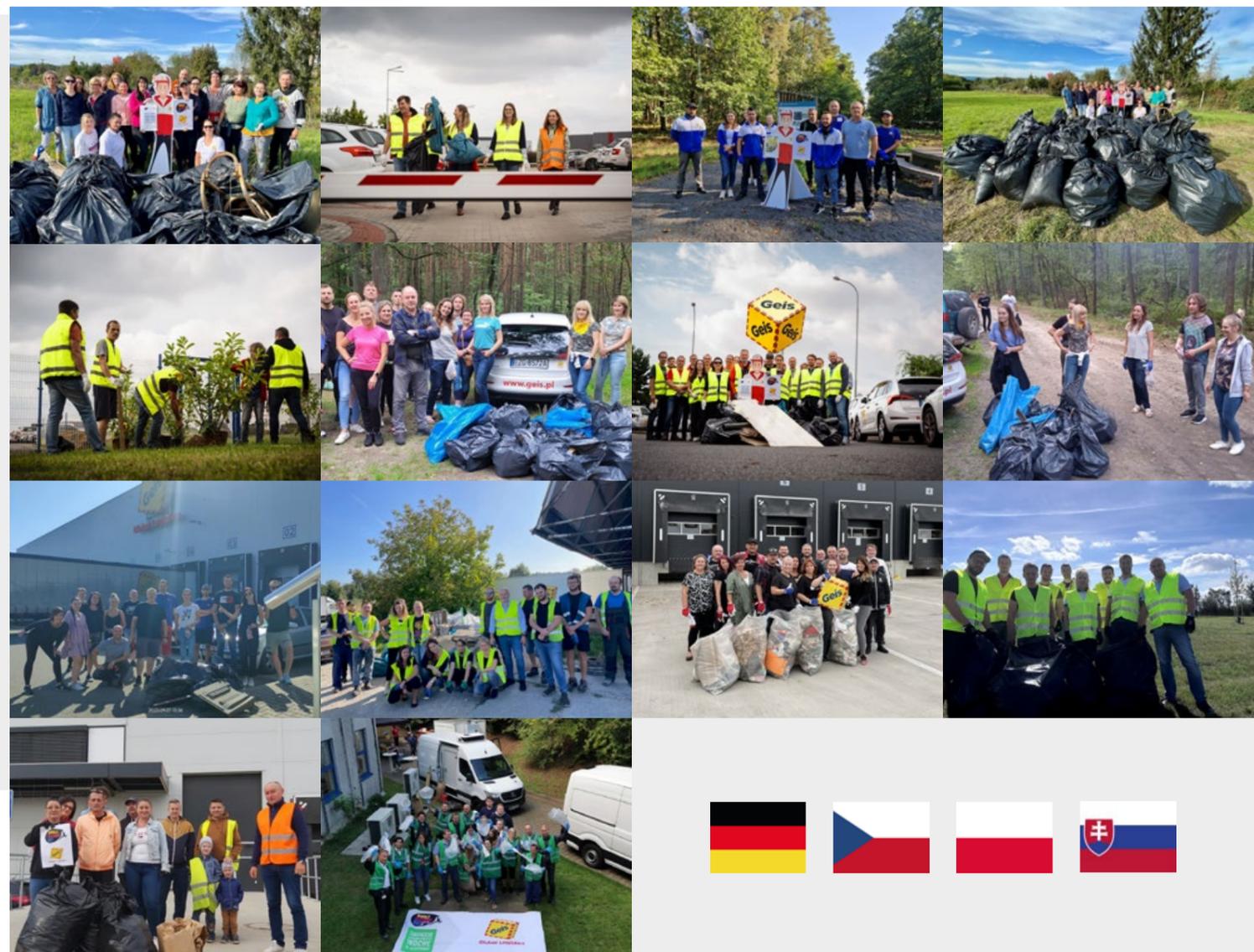
	FUELS (IN L):	17,883,651 L
	ELECTRICITY (IN MWH):	30,053 MWH
	THERMAL ENERGY (IN MWH):	27,082 MWH
	WOOD-BASED MATERIALS (M ²):	940,930 M ²
	SOLID SAWN TIMBER (M ³):	5,816 M ³
 AdBlue®	ADBLUE (IN L):	503,144 L
	STACKER GAS (IN MWH):	8,195 MWH

Regular employee training is intended to ensure that employees are sensitised to 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.

In order to raise environmental awareness, Group-wide participation in the European Sustainability Days took place in 2023. The Bad Neustadt branch kicked off the World Clean Up Day. In the days that followed, almost 400 employees across Europe collected and disposed of over 28,000 litres of waste. The direct involvement of employees in the clean-up campaigns led to a visible improvement in the environment by removing rubbish and waste from the natural environment. The campaign also had an effect on team bonding.

Whenever possible, data is transmitted electronically so that printouts are reduced. The quality management teams in Central Eastern Europe achieved considerable effects by introducing a digital audit tool to avoid additional paper consumption when printing. The life cycle of transport pallets is also maximised by giving preference to reusable pallets (e.g. Euro pallets, returnable packaging, etc.). Some important customers have succeeded in implementing optimisation measures for packaging materials (e.g. use of plastic air cushions with a high proportion of recycled material).

WORLD CLEANUP DAY 2023



In 2023, almost 400 employees across Europe collected and disposed of over **28,000 litres** of waste. An outstanding achievement.



12

RESOURCE MANAGEMENT



The responsible use of resources is a high priority for the Geis Group, as natural raw materials should remain available for future generations.



VEHICLE FLEET



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). There are now only a few Euro 5 standard vehicles left in the fleet. Last year, a significant proportion of the truck fleet was again replaced.

The topic of electromobility is being further expanded within the company. For example, the Geis Group is continuing to successively create charging infrastructure for electric vehicles and e-bikes. More than fifty new charging points for cars are to be installed in the Group as early as 2024.

A new company car policy has made access to battery-powered electric vehicles more attractive for those entitled to company cars. It is expected that the expansion of the charging infrastructure will also lead to a sharp increase in the use of electric cars.

Although legislators have set up funding programmes for battery-electric trucks and the associated charging infrastructure, which are not yet able to support the economic operation of the vehicles, electric mobility in heavy goods transport continues to be promoted. The obstacles here remain the slow expansion of the grid, particularly in the Federal Republic of Germany. In 2023, three battery-electric trucks and three eSprinters were in use at the Geis Group.

Some of the gas-powered fleet can also be operated with significantly reduced emissions thanks to the availability of bio-LNG refuelling stations in the region.

The use of telematics systems and driver trainers for particularly energy-efficient driving should reduce the fleet's consumption by a further two per cent (l/100 km). The telematics software enables the driver trainers to identify weak points and train the drivers to drive in a consumption-optimised 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-optimised 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 by software applications enable the Geis Group to utilise the vehicles to their full capacity and still achieve a high quality of delivery performance. The better the utilisation of the vehicles, the better the CO₂ balance for each individual consignment.



To make transport efficient, 38 long trailers are now in use. The megatrailers offer ecological advantages, such as optimised fuel consumption and thus reduced CO₂e emissions, particularly in the automotive business due to the higher loading space. The regular renewal of the fleet means that the company is always at the cutting edge of technology.

Optimal criteria for vehicle use are taken into account during procurement, so that the best possible energy efficiency is also achieved here:

- Adaptation of the motorisation to the use of the vehicles: No over- or under-motorisation
- Ideal gear ratio to achieve optimum fuel consumption
- Optimisation of the drag coefficient of the superstructures: e.g. cab size and superstructure size, correct setting of wind deflectors
- Purchase of tyre pressure monitoring systems to monitor tyre pressure

The topic of fuel cells will not be neglected and the Geis Group is involved in the hydrogen cluster in the Fulda region. In this context, the everyday usability of a fuel cell-powered trucks is to be tested for the first time in 2024 during ongoing business operations.



**ENERGY EFFICIENCY
IN PROPERTIES**



Other key resources are electricity consumption and the supply of thermal energy to properties.

Numerous investments have already been made in the past to reduce energy consumption in the properties. In the area of lighting, some properties were converted to LED technology in 2023. An important aspect here is the use of intelligent lighting systems, which are much more efficient than conventional systems.

In 2023, the first sustainable freight forwarding terminal was launched in Ebersdorf. The new facility is designed as a "green" terminal with a focus on sustainability. It was 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 was completely equipped with a photovoltaic system, while the office building was given a green roof.

Existing properties are also currently being equipped with photovoltaic modules in order to cover the electricity requirements of the branch office/location. Further measures are also planned in the areas of heating, air conditioning and storage technology. In the future, all gas-powered in-

dustrial trucks will also be battery-powered after the end of their service life. Energy consumption for the Geis Group is monitored using a centralised control tool, which also calculates the corporate carbon footprint.

In addition, a system has been installed in the Czech Republic that records all energy consumption live and consolidates it via a central interface. This enables a prompt response to consumption deviations and a sustainable reduction in the carbon footprint. Based on the positive experiences with the introduction in the Czech branches, this system is established in Slovakia and Poland in the following years.

ENVIRONMENTAL RISKS



All environmentally relevant risks are identified and assessed as part of the process analysis of opportunities and risks. Appropriate measures are introduced to reduce the risks. The main environmental risks are as follows:

- Truck transport generates pollutant emissions (greenhouse gases), which lead to air pollution and an increase in the greenhouse effect.
- Handling hazardous substances i.e. transporting hazardous goods harbours the risk of contaminating groundwater or soil through leakage and causing damage to human, animal and environmental health through contact.
- The consumption of natural resources (packaging materials such as wood and cardboard; paper) damages or reduces the ecosystem.

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.

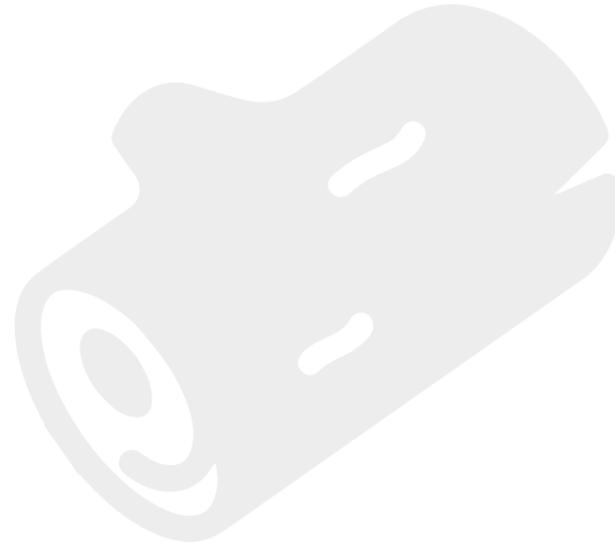


RENEWABLE MATERIALS USED:



	Geis Group
Solid sawn timber (m³)	5,816 m³
Wood-based materials (m²)	940,930 m²

Non-renewable materials used: not applicable



1. ENERGY CONSUMPTION 2023 OF THE GEIS GROUP:

Resource	Geis Group 2023
Electricity [kWh]	30,052,655
Natural gas [kWh]	19,606,944
Diesel [l]	17,815,438
Steam [kWh]	2,225,522
District heating [kWh]	1,851,143
Forklift gas [kWh]	8,195,020
Heating oil [kWh]	2,359,123
Liquid gas [kWh]	1,039,223
AdBlue [l]	503,144
Petrol [l]	68,214
Refrigerant R410a [kg]	59
LPG [kg]	6,140
LNG [kg]	164,600

The energy consumption is determined on the basis of the energy suppliers' invoices 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) from the Federal Office of Economics and Export Control.

In 2023, the energy indicators will be reported for the entire company (including Quehenberger) for the first time.

In this respect, no comparative/previous year data is available for the entire Group. Reductions/energy savings can be reported from 2025 onwards.



2. WATER CONSUMPTION 2023 OF THE GEIS GROUP:

Total: 42,353 m³

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



3. WASTE CONSUMPTION 2023 OF THE GEIS GROUP:

Waste disposal key number (list of wastes) and designation	Geis Group 2023 [to]
06 01 06* - other acids	0.23
06 02 05* - other bases	1.03
07 01 04* - other organic solvents, washing liquids and mother liquors	0.04
08 01 11* - waste paint and varnish containing organic solvents or other dangerous substances	0.15
08 03 18 - waste printing toner other than those mentioned in 08 03 17	0.14
08 04 09* - waste adhesives and sealants containing organic solvents or other dangerous substances	2.08
13 01 09 - chlorinated hydraulic oils based on mineral oil	0.13
13 02 05* - mineral-based non-chlorinated engine, gear and lubricating oils	3.70
13 05 02* - sludges from oil/water separators	25.60
15 01 01 - paper and cardboard packaging	1,199.38
15 01 02 - plastic packaging	235.22
15 01 03 - wooden packaging	348.86
15 01 06 - mixed packaging	200.11
15 02 02* - absorbents, filter materials (including oil filters not otherwise specified), wiping cloths, protective clothing contaminated by dangerous substances	1.97
15 02 03 - absorbent and filter materials, wiping cloths and protective clothing other than those mentioned in 15 02 02	0.20
16 01 03 - used tyres	9.39
16 01 07* - oil filter	0.12
16 01 17 - ferrous metals	22.55
16 01 19 - wastes not otherwise specified	0.94
16 02 13* - oil filter	1.29
16 02 14 - discarded equipment other than those mentioned in 16 02 09 to 16 02 13	7.78
16 02 16 - components removed from discarded equipment other than those mentioned in 16 02 15	0.42
16 03 05* - organic wastes containing dangerous substances	0.07
16 05 06* - laboratory chemicals, consisting of or containing hazardous substances, including mixtures of laboratory chemicals	0.31
16 06 01* - lead batteries	3.94
16 07 08* - waste containing oil	1.76
17 02 01 - wood	1,436.73
17 02 03 - plastic	0.79
17 04 02 - aluminium	3.83

17 04 05 - iron and steel	27.12
17 04 07 - mixed metals	8.26
17 09 04 - mixed construction and demolition wastes other than those mentioned in 17 09 01, 17 09 02 and 17 09 03	6.20
19 08 10* - grease and oil mixtures from oil separators	0.25
19 12 04 - plastics and rubber	0.14
20 01 01 - paper and cardboard	1,617.04
20 01 02 - glass	0.46
20 01 08 - biodegradable kitchen and canteen waste (organic waste)	48.41
20 01 21* - fluorescent tubes and other mercury-containing waste	0.74
20 01 33* - batteries and accumulators included in 16 06 01, 16 06 02 or 16 06 03 and unsorted batteries and accumulators containing these batteries	9.02
20 01 35* - discarded electrical and electronic equipment containing hazardous components	0.38
20 01 38 - wood other than that mentioned in 20 01 37	158.65
20 01 39 - plastics	33.67
20 01 40 - metals	14.45
20 02 01 - biodegradable waste (garden waste)	5.12
20 03 01 - mixed municipal waste	1,390.72
20 03 02 - market waste	21.22
20 03 03 - road sweepings	2.30
20 03 07 - bulky refuse	17.88
Other	33.05
Total	6,903.82

Waste volumes are recorded decentrally across all sites/branches and summarised in the Geis Group's carbon accounting tool.



13

CLIMATE-RELEVANT EMISSIONS



The Geis Group will become climate neutral by 2040. In order to achieve this climate target, numerous measures are necessary at the main emitters.



A carbon accounting tool is used to assess Scope I and Scope II emissions in all own assets (properties, vehicles), which calculates the carbon footprint based on consumption values.

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

By purchasing green electricity from hydropower, most Geis Group sites and branches have significantly reduced their Scope II emissions. In future energy procurement, the focus will continue to be on renewable energies, whereby the majority of the energy required is to be generated in-house in the future.

All transport services provided by the Geis Group's transport service providers are considered significant Scope III emissions. In the future, the relevant Scope III emissions will be further refined to provide a more accurate overview. The focus is now on establishing comprehensive reporting of Scope III emissions.

On the road to climate neutrality, the first milestone is to reduce greenhouse gas emissions by 65 per cent by 2030 compared to the base year 2020. The relative CO₂ reduction of 2.5 % compared to the planned 8 % is due to robust corporate growth, which has partially offset the efficiency measures achieved. The group target was missed by a wide margin due to the continued sluggish expansion of the charging infrastructure and the availability of adequate vehicles. The strategic purchase of battery-electric lorries

will be gradually increased from 2024 and given greater relevance in order to support our "MissionZero" roadmap and the associated sustainability goals.

With the start of sustainability reporting in accordance with the German Sustainability Code (Deutscher Nachhaltigkeitskodex – DNK), 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 June 2023 are used to assess fuels.
- The Emission Factors for Greenhouse Gas Inventories of the U.S. Environmental Protection Agency (EPA) were used to assess waste (as at 12 September 2023).

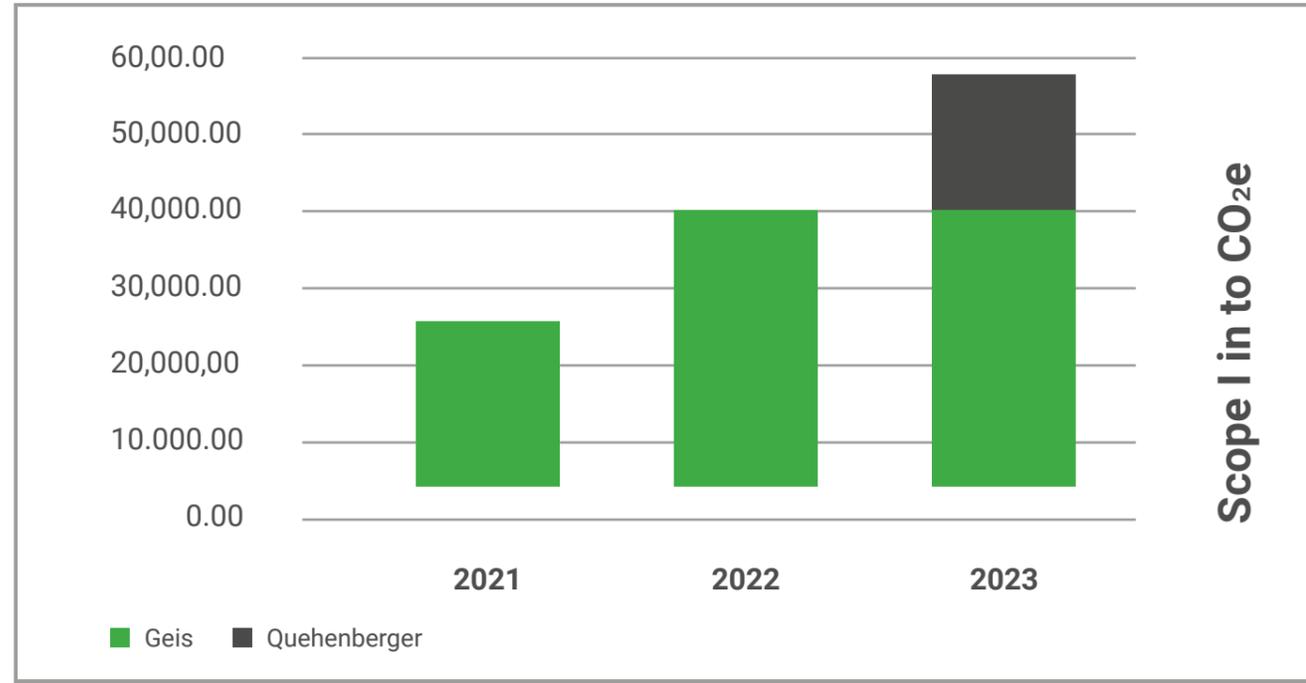
➤ CALCULATION EXAMPLE:

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

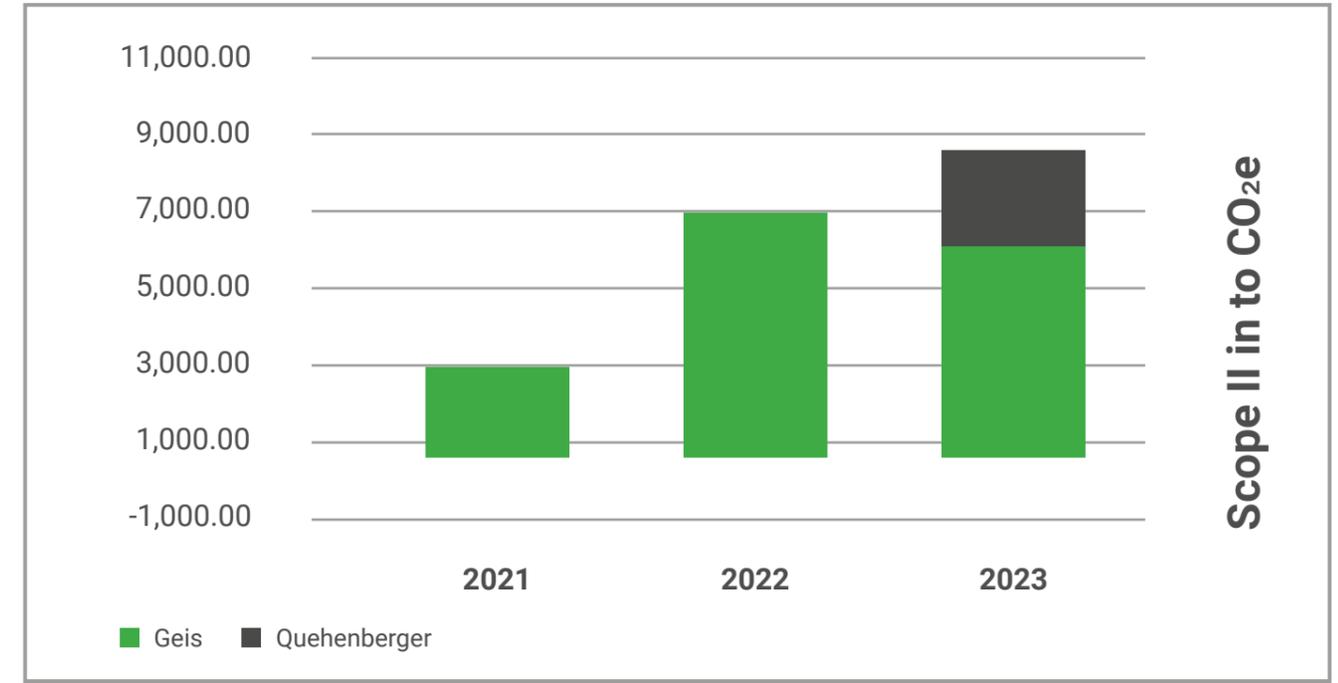


Resource	to CO ₂ e
Natural gas	3,955.16
Diesel	51,246.72
Forklift gas	1,905.97
Heating oil	564.44
Liquefied petroleum gas	248.37
AdBlue	119.75
Gas	143.28
Refrigerant R410a	112.92
LPG	18.04
LNG	424.99
Total	58,739.65

The gross volume of Scope I emissions of the Geis Group in 2023 was 58,740 tonnes.

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

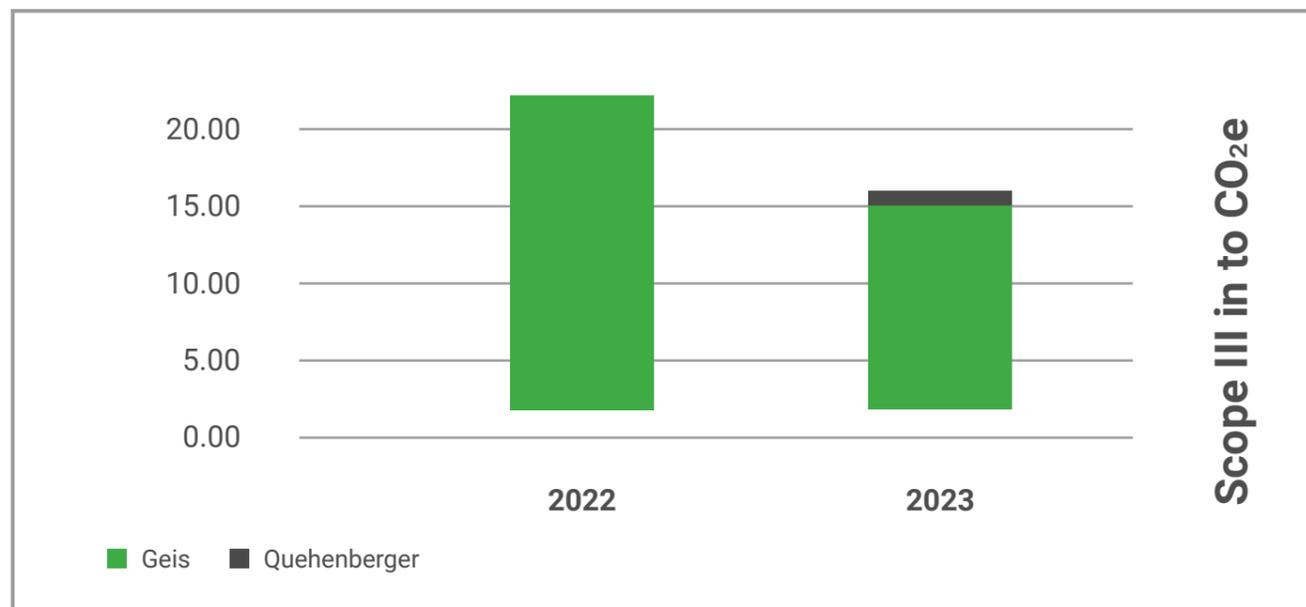


The gross volume of Scope II emissions of the Geis Group in 2023 was 8,245 tonnes.

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).

Resource	to CO ₂ e
Electricity	7,585.44
Steam	218.40
District heating	440.89
Total	8,244.72

SCOPE-III-EMISSIONS



Resource	to CO ₂ e
Water	15.93
Waste	1,516.07
Total	1,532.00

The gross volume of Scope III emissions of the Geis Group in 2023 was 1,532 tonnes. Only the values for waste and water produced are currently 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 12 September 2023).

The energy consumption of the Geis Group was recorded for the entire company, including Quehenberger, for the first time.

Energy savings at Group level can be reported from 2024 onwards.



14

EMPLOYMENT RIGHTS



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.



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 of great strategic importance to the Geis Group. In 2023, the company developed a new central compliance policy that will be rolled out at all European locations in the following years.



In order to fulfil its social responsibility, the Geis Group places particular emphasis on:

- 1** Principles of behaviour
- 2** Sanction queries
- 3** Guidelines for action (e.g. corruption, discrimination, accepting and giving gifts, respectful behaviour, child labour, antitrust law)
- 4** Whistleblower
- 5** Code of Conduct

To counteract this, the Geis Group not only offers an attractive working environment and fair pay, but also:

- Geis Corporate Benefits (discount programme for employees)
- Co-operation with fitness studios/physiotherapists
- Events for employees (e.g. Oktoberfest, joint sporting or cultural events)
- Health days & vitamin packs

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

Occupational safety, health protection and fire protection are key elements of the Geis Group. The corporate obligations arising from these regulations have been assigned to the main managers at the individual locations and branches. In order to fulfil the legal requirements, regular training courses are held with the support of occupational safety experts and the quality management team. This also applies to other managers and staff in the field of occupational safety.

Committees for health and safety at work have also been set up as advisory bodies. The task of the health and safety committees is to review working conditions, regularly assess the state of occupational safety, issue statements on measures taken by the employer to prevent occupational accidents and diseases, formulate proposals for improving working conditions and work with the employer to implement its obligations in the area of occupational safety.

Regular instruction sessions are held to raise employees' awareness, and they are involved in the process through workplace surveys, continuous improvement and reporting processes. Compliance with legal requirements is monitored by the occupational safety team and as part of audits by the quality management departments. In addition, there is very close contact with the relevant contacts at the supervisory authorities (professional associations, trade supervisory authorities, 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 minimise the risk for employees.

ISO 45001 was successfully implemented in the Geis Group in order to further professionalise the topic of occupational health and safety in the company.

The objectives in the area of employee rights are outlined in chapter 3.

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. The company has already created effective opportunities in the past for employees to lead the company to success.

To this end, Geis has launched a systematised continuous improvement process (CIP), which is based on relevant continuous improvement approaches. In this lean management approach, selected thinking principles and methods are combined and further developed in a holistic and pragmatic concept. 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.

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

By implementing a professional human resources management system throughout the company, the Geis Group, as a logistics service provider with the best overall package, is keen to be an attractive employer. In general, there is a risk that employees will be enticed away by competitors and industry, or will leave the company for other reasons.





15

EQUAL OPPORTUNITIES

In addition to professional expertise, equal opportunities, non-discrimination and work-life balance are key objectives in recruitment.



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 fulfil the requirements to the highest degree are qualified for the next recruitment phase. Only objective and professional criteria as well as 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 organises training courses in this area for its management staff.

DIVERSITY OF NATIONALITIES

The Geis Group is based on a corporate culture that recognises and combines the following values:

- Commitment
- Professionalism
- Respect
- Diversity
- Reliability

The employees at Geis are of over 80 different nationalities. Working in partnership with all employees in the company is a top priority. Managers are required to ensure that no one is discriminated against or disadvantaged on the basis of 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 enable them to combine work and family life.

The Geis Group does not accept any discrimination based on gender, age, disability, sexual orientation, race, nationality, ethnic origin, religion or belief. All employees are treated equally in their employment. Questions of equal treatment and anti-discrimination are regulated in 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 each individual can fully develop their professional potential. Equal opportunities apply in particular to the selection of personnel, vocational training and further education, the promotion of employees and remuneration.

In addition, the Geis Group has introduced various measures to ensure that its employees can reconcile work and family life, and that women in the company are not disadvantaged. The company does everything in its power to ensure that its personnel policy is based on its ethical values, equal opportunities in employment, development and promotion, and a concern for team diversity. The Geis Group is convinced that a diverse team is one of the sources of its competitive advantage and that the confrontation of different views, perspectives, abilities 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 important key figures.

RECRUITMENT AND SELECTION OF CANDIDATES

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 employees at Geis have a total of 80 different nationalities.



INTEGRATION OF REFUGEES

The Geis Group also remains committed to the integration of refugees. Refugees were trained and employed by the company at the beginning of the wave of refugees in 2015 and at the start of the war in Ukraine. A prime example of this currently comes from the branch in Naila, where an unaccompanied minor from Turkey came to Germany and is now employed in logistics. In the future, such constellations will result in further opportunities for further development, such as traineeships. In 2024, further branches in Germany will take part in the "Springboard into Work" project in order to utilise this potential more intensively.

REMUNERATION

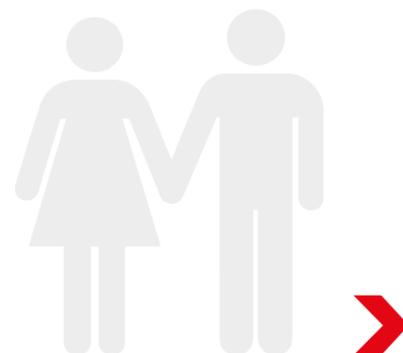
The Geis Group ensures that its remuneration system is fair and prevents potential pay differentials between the sexes or nationalities. Employees are remunerated in a manner commensurate with their skills, duties, responsibilities and performance.

FEMALE EMPOWERMENT PROGRAMMES

Various female empowerment programmes have been launched in the Geis Group. The aim of the projects is to promote female high potentials and managers in a holistic manner and to introduce flexible working time models on a full-time and part-time basis.

In addition to the implementation of the high-potential programmes, there will also be mentoring programmes in the future that specifically take into account the needs of

female managers. The project team of female specialists and managers develops projects and conceptualises their implementation within the company.



CHARITY CAMPAIGNS

The Geis Group is also involved in the ADRA CZ charity run promote volunteering among children for a better future. For this run, the Geis Group supports humanitarian organizations such as the storage and transport of goods.

In the fall, the employees in CZ covered 4,048 kilometers and were thus able to add an amount to "Our Firefly" employee fundraiser. This enabled the company to contribute to the purchase and training of a new guide dog.

SUPPORTING WOMEN RETURNING TO THE LABOUR MARKET

The company participates in projects of the employment service (the German Arbeitsamt) aimed at supporting the employment of certain social groups that have lower chances on the labour market, e.g. "Stable work – strong family", which is aimed, among others, at women returning to the labour market after childbirth or young people who are neither working nor going to school.

The introduction of programmes to promote women was defined as a goal for 2024. No targets were set in the previous year.





16

QUALIFICATIONS

Geis relies on a holistic training, education and further training concept in all specialist areas and across all career levels - from trainees to managers.

managers in the branches and locations are responsible for operational implementation.

VOCATIONAL TRAINING

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. 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 takeover rate is close to 100% after successful completion of training.

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



Recruiting and retaining talent is a key focus area of the sustainability strategy. Only companies 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 labour, increasingly complex requirements in freight forwarding, logistics and IT, and constant growth require a sustained commitment to the training, promotion and further development of all employees. Geis relies on a holistic training, education and 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



3RD PLACE AT BEST TRAINEE 2023



DISTRIBUTION OF THE TOTAL OF 385 TRAINEES IN THE YEAR 2023



Over 25 graduates of the dual study program



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 instructions. They are also familiarised with the workplace and the relevant quality management system documents. New recruits at Geis also receive extensive information material.

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 courses and individual coaching sessions to the targeted assignment of project tasks. Good examples within the company are the G-Talent, Young Generation, Young Professionals and Succession programmes.

TRAINING PROGRAMMES

The training programmes are open to all employees in consultation with the respective managers. The programmes qualify employees in specialist skills, methodological skills, IT skills and leadership topics. Language courses are also organised in many places. 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. The target for 2024 is to increase the number of training hours per employee by 2%.

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 for entering the labour market – internships for students
- Participation in job fairs, conferences and career days
- Dual study programmes

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

GERMANY

BEST TRAINEE

Geis trainees won silver and bronze in the major "Best Trainee" knowledge competition. Another four Geis trainees 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.

SUPPORT AND TRAINING PROGRAMMES

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

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



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 eleven years. A new addition is the dual study programme in computer science in cooperation with the Technical University of Applied Sciences Würzburg-Schweinfurt. An average of around ten dual students spread across 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 helps 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 programme have gone on to take on demanding specialist and management roles at Geis.

FURTHER TRAINING FOR SAFETY OFFICERS

The Geis Group invited its safety officers to the 11th further training for safety officers and trained a total of 103 participants on current topics in occupational safety over two days. The focus was on the topic of load securing.

CZECH REPUBLIC

Support for general education schools and pupils:

- 1** Participation in career information days
- 2** Presentations in school classes about training occupations and further development prospects after completing training
- 3** Support in the preparation of university theses
- 4** Lectures at university
- 5** School excursions for secondary schools
- 6** Participation in the training concept for warehouse logistics specialists for the higher vocational school (design of specialisations, conception of courses and curricula)
- 7** Support in the preparation of school materials (e.g. preparation of application documents)
- 8** Preparation and realisation of job interviews
- 9** Offer of internships



POLAND

FORWARDER ACADEMY PROGRAMME

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

SAFETY WEEK

The aim of a 5-day educational event with webinars and workshops was to improve health and safety in the workplace for around 120 employees.



FOR ALL EMPLOYEES:

	Geis Group
number and rate of fatalities due to work-related injuries	
number	0
rate	0.00
number and rate of work-related injuries with serious consequences (excluding fatalities)	
number	25
rate	2.88
number and rate of work-related injuries	
number	323
rate	37.21
the main types of work-related injuries work-related injuries with serious consequences:	
<ol style="list-style-type: none"> 1. trapped/impacted 2. fall/crash/trip 3. other 4. pallet handling 5. getting into the truck 	
Work-related injuries:	
<ol style="list-style-type: none"> 1. trapped/impacted 2. fall/crash/trip 3. other 4. accidents on the way to work 5. loading and unloading activities 	
number of hours worked	
number	8,680,730.24

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

	Geis Group
number and rate of fatalities due to work-related injuries	
number	0
rate	0.00
number and rate of work-related injuries with serious consequences (excluding fatalities)	
number	0
rate	0.00
number and rate of work-related injuries	
number	19
rate	2.19
the main types of work-related injuries	
work-related injuries with serious consequences:	
none	
Work-related injuries:	
1. cuts 2. trapped/impacted 3. fall/crash/trip 4. loading and unloading activities	
number of hours worked	
number	8,680,730.24

WORK-RELATED ILLNESSES

- a) Workplace surveys as part of risk assessments for workplaces
- b) Provision of occupational safety information on online portals
- c) Occupational safety meetings with experts from the respective organisational units

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 consulting experts.

The following training hours have already been determined for 2023:

	Geis Gruppe
training hours total [h]	154,391.50
training hours per male [h]	107,774.50
training hours per female [h]	46,615.00
training hours per divers [h]	4.90
training hours warehouse/blue collar [h]	70,508.75
training hours office/white collar [h]	51,884.25
training hours professional drivers [h]	12,231.50
training hours management [h]	17,871.00

PERSONNEL AND AGE STRUCTURE OF THE GEIS GROUP IN 2023

percentage of people in an organization's governance bodies in each of the following diversity categories	
male	76.43 %
female	23.57 %
divers	0.00 %
age group: under 30 years old, 30-50 years old, over 50 years old	
under 30 years old	6.03 %
30 – 50 years old	61.59 %
over 50 years old	32.38 %
other diversity indicators such as minorities or vulnerable groups, if applicable	
vulnerable groups	0.33 %



percentage of employees per employee category in each of the following diversity categories	
male	62.07 %
female	37.93 %
divers	0.00 %
age group: under 30 years old, 30-50 years old, over 50 years old	
under 30 years old	19.88 %
30 – 50 years old	57.90 %
over 50 years old	22.21 %
other diversity indicators such as minorities or vulnerable groups, where applicable.	
vulnerable groups	2.18 %



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HUMAN RIGHTS

The Geis Group's aim is to ensure that no human rights violations occur either within its own company or at its direct and indirect suppliers.

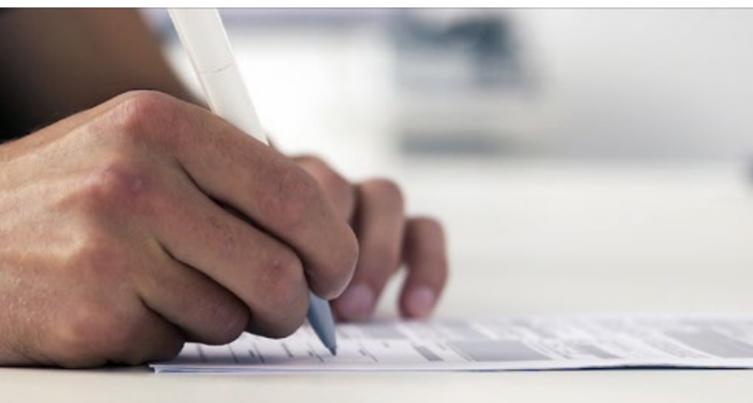


0% There were no known incidents of discrimination in the 2023 financial year.

CODE OF CONDUCT

The Geis Group's aim is to ensure that no human rights violations occur either within its own company or at 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.



Compliance with the Code of Conduct within the Geis Group is ensured by the Management 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 Board also expects its contractors to take 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 amend 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.

During the process review, the risk was identified that suppliers might not be paying their employees the minimum wage required by the country in question. To minimise this risk, before awarding a contract, the company must obtain assurance from the contractors that the country-specific minimum wage is also paid to the employees deployed.

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** Ban on child labour
- 7** Employee health and safety
- 8** Environmental protection
- 9** Supply chain

RISK ANALYSIS IN OWN BUSINESS UNIT

Together with the management, the human rights and environmental risks in their own business areas were explained across all business areas. In doing so, industry and country-specific risks were considered, bearing in mind that the Geis Group operates exclusively in the European Union and Switzerland. When specifying the risks in the companies/ branches/ locations, the type and scope of business activities, probability of occurrence, severity of the violation by degree, number of people affected and irreversibility, scope of influence and contribution of the company to individual risks or risk areas were taken into account.

RISK ANALYSIS FOR DIRECT SUPPLIERS

The basis for the risk analysis is the overview of all suppliers from the accounting department. All suppliers who work for the Geis Group in Germany are listed here. This list is retrieved and updated annually. The evaluation is carried out according to procurement category. An industry-specific and country-specific risk assessment is carried out for each procurement category. For each supplier, the type and scope of business activity, probability of occurrence, severity of the breach by degree, number of people affected and irreversibility, potential influence and contribution of the company to individual risks or risk areas are assessed. Depending on the result of the risk assessment figure, individual preventive measures are implemented at the suppliers. In addition, consideration is also given to whether there are any indications from the whistleblowing/ complaints procedure.



DECLARATION IN LINE WITH THE NAP BUSINESS AND HUMAN RIGHTS



1. HUMAN RIGHTS POLICY STATEMENT

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 (UNGPs) 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 Labour Organization (ILO). The management of the Geis Group oversees 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 Geis Group companies.

The contents of the declaration of principles were explained to the Management Board and the branch, division and site managers in management meetings. In future, all employees will also be informed about it.

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

2. PROCEDURES FOR THE IDENTIFICATION OF ACTUAL OR POTENTIAL ADVERSE IMPACT ON HUMAN RIGHTS

The Geis Group has a process in place that covers human rights risks both within the company and at suppliers.

THE RISK ASSESSMENT INCLUDES :

- 1** Country risk
- 2** Business activities of the supplier
- 3** Industry risk
- 4** Category of human rights
- 5** Scope for influence
- 6** Extent of damage
- 7** Probability of occurrence
- 8** Polluter contribution

These aspects are assessed individually for each business unit or supplier.

Special attention is paid to vulnerable groups of employees. Additional measures such as risk assessments for pregnant women, people with disabilities and young people are required, especially in the area of occupational safety. Equal opportunities officers are appointed where necessary. These measures are expected to be implemented along the entire supply chain.

The internal compliance regulations and their internal auditing in the form of system audits ensure that the company fulfils its human rights due diligence obligations as far as possible. The possibility of violations by suppliers cannot be completely ruled out, even if proactive preventive measures have been taken. Due to the large number of suppliers, particularly in the transport sector, the ability to influence companies varies. Specific measures result from the assessment of each supplier according to the scope of their business activities. An active complaints procedure is also intended to create better transparency.



3. MEASURES TO MONITOR EFFECTIVENESS / ELEMENT: COMPLAINT MECHANISM

Important findings from the risk analysis made it necessary to rethink the training programme. Training courses on the Supply Chain Act were already held for management in 2023. Further training formats will be rolled out to employees and decision-makers in 2024.

Compliance with human rights is checked as part of internal audits.

A complaints mechanism was set up for the Geis Group when the Supply Chain Due Diligence 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 and the Ombudsperson. Both our own employees and employees of suppliers can participate in the complaints mechanism.

4. HUMAN RIGHTS DUE DILIGENCE OBLIGATIONS IN THE VALUE CHAIN

The Geis Group's Code of Conduct has been revised and is binding for all relevant suppliers as a document supplementing the supply contracts.

Assessments have been carried out for high-risk suppliers and additions have been made to the framework contracts and general transport conditions.

The Quehenberger Group's supplier platform has been further developed, enabling all supplier evaluations to be carried out. This also supports the implementation of the Supplier Code of Conduct.

Contractor training is planned as part of the implementation of the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG) but has not yet been implemented.

So far, no cases of conflict have arisen. It is in the interest of the Geis Group that incidents are resolved in a cooperative manner. Similarly, no cases have arisen in which compensation would have been necessary.



KEY PERFORMANCE INDICATOR GRI SRS-412-3:

So far, no investment agreements have been made on human rights aspects. According to the risk analysis, no suppliers were identified for whom this seemed appropriate.

KEY PERFORMANCE INDICATOR GRI SRS-412-1:

All locations and branches are regularly checked for compliance with human rights aspects as part of internal audits.

KEY PERFORMANCE INDICATOR GRI SRS-414-1:

The process for onboarding new suppliers is currently being finalised.

KEY PERFORMANCE INDICATOR GRI SRS-414-2:

With the introduction of the Supply Chain Act measures, a corresponding risk assessment was prepared in the German organisational units, in which all Geis Group suppliers are listed. Following its implementation, key figures will also be reported for the first time in 2024. This will be included in the next sustainability report.



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CORPORATE CITIZENSHIP

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

The aim is to establish and continuously develop trusting relationships with customers, partners, neighbours and local authorities. Active participation in local events, sponsoring of associations and events, and support for donation campaigns are 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.

THE GEIS GROUP'S COMMITMENT

The Geis Group is involved in a variety of projects, always trying to generate added value. The company does not follow a specific concept with fixed goals but decides on a case-by-case basis. Management is closely involved in the process and makes the final decisions. The following are examples of projects that are considered worthy of support.

FOUNDATION OF THE LOGISTICS SPONSORSHIP AWARD

The Geis Group has awarded its Logistics Sponsorship Award for the eighth time. By supporting young talent with the Logistics Sponsorship Award, the Geis Group also fosters its successful partnership with the Technical University of Applied Sciences Würzburg-Schweinfurt.

Geis not only donates the prize money, but also offers internships, realises projects with student groups and sponsors a seminar room at the Technical University of Applied Sciences Würzburg-Schweinfurt.



Seminar room at the THWS Würzburg - Schweinfurt

COOPERATION WITH UNIVERSITIES

Sponsorship of an IT seminar room at the Technical University of Lodz in the Faculty of Organisation and Management. Students are introduced to the subject of logistics in the new premises. The Geis Group has also sponsored lecture hall 20.E.32 at the Ledward campus of the Technical University of Applied Sciences Würzburg-Schweinfurt (THWS) in Schweinfurt.

CHARITY RUNS

The Geis Group regularly takes part in various charity runs for charitable purposes, such as the "Poland Business Run" or "ADRA CZ charity run", which raises funds for people with disabilities.



SPORTS SPONSORSHIP

Football camp for children: The "Rasselbande" team in Austria organises and designs an exercise school and football camps for children. As one of the main sponsors, Quehenberger Logistics has been making a significant contribution to the Rasselbande since 2014.

For example, the Satteldorf site is involved in sponsoring the TSV Schnellendorf handball team with a jersey, thereby also promoting team sports in the region. The U10 team of TSV Kornburg 1932 e.V. and the Turn – und Sportverein Feuchtwangen sports clubs have also been supported with team jerseys and sports bags for the youth teams. The Geis Groups also supports the extreme run "Beskydská sedmička" in CZ where the participants absolve a challenging track over 100 kilometers with an elevation gain of over 5,500 meters.



GIFTS OF HOPE

"Christmas in a Shoebox" is the world's largest charitable gift campaign. Quehenberger Logistics DE has been supporting this campaign for several years and organises the transport to Eastern Europe in addition to other tasks. The company's own customs department takes care of the export formalities to third countries. The trucks are tracked using GPS so that donors can follow the journey of the parcels they have given away.

BIODIVERSITY

At the Ejovice site near Pilsen, the Geis Group has planted more than 40 fruit trees to promote biodiversity. The company has also planted a total of 2,500 new trees in Slovakia in cooperation with the State Enterprise Forests of the Slovak Republic.



GRI SRS-201-1:

The Geis Group fulfills the disclosure requirements pursuant to Section 325 HGB. The information is publicly accessible via the Federal Gazette. The balance sheet and consolidated financial statements include all companies and national subsidiaries belonging to the Geis Group are included. No further information is communicated.

FUNDRAISING CAMPAIGNS

For more than seven years, the Geis Group has been organising the logistics for the City Triathlon in Karlovy Vay. In addition, the Geis Group is involved in the charitable project "Clownprojekt e.V. – Klinikclowns in Franken" in Germany or the civic association "Clowndoctors" in Slovakia. In 2023, it was a matter of course for the Geis Group to organise a fundraising campaign for one of the aid organisations during the earthquake in Turkey and Syria.



CARRYING OUT AID TRANSPORTS

The Geis Group regularly organises aid transports to various countries, such as Ukraine. The Naila branch of Geis Bischoff Logistics GmbH also organised a special transport for the "Abenteuerland" kindergarten.

ORGANISATION OF "IT KIDS DAYS"

The "IT Kids Day" introduces interested children to the topic of IT through a varied supporting programme and knowledge quizzes and explains the exciting IT workplaces that the Geis Group has to offer.





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POLITICAL INFLUENCE



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



INFLUENCE ON LEGISLATIVE PROCESSES

The Geis Group does not exert any political influence on legislative processes. In new legislative procedures, the company's interests are represented by the relevant associations. However, memberships are less about exerting political influence and more about utilising specific services such as consulting, legal advice and networking.



There are memberships and partnerships primarily in industry-specific associations and organisations, in the chambers of industry and commerce of the respective branches and locations and in regional business development associations.

The Geis Group has responded to the DSLV's enquiry regarding the introduction of a possible certification of transport service providers as part of the Supply Chain Due Diligence Act.

THE GEIS GROUP IS A MEMBER OF THE FOLLOWING ORGANISATIONS:

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



BVL - BUNDESVEREINIGUNG LOGISTIK E. V.

Mitglied der **BVL**⁷

DSLVL - BUNDESVERBAND SPEDITION UND LOGISTIK E.V.



LBS - LANDESVERBAND BAYERISCHER SPEDITEURE E.V.



MODELLSTADT FÜR ELEKTROMOBILITÄT M-E-NES E.V.

FÖRDERKREIS UMWELT UNTERFRANKEN E. V.

FEDERATION OF AUSTRIAN INDUSTRIES (INDUSTRIELLENVEREINIGUNG)

CNL (COUNCIL FOR SUSTAINABLE LOGISTICS)

ZENTRALVERBAND DER SPEDITION & LOGISTIK

BUNDESVEREINIGUNG LOGISTIK ÖSTERREICH UND DEUTSCHLAND

ASSOCIATION OF FORWARDING AND LOGISTICS OF THE CZECH REPUBLIC	GERMAN-CZECH CHAMBER OF INDUSTRY AND COMMERCE
ASSOCIATION OF LOGISTICS AND FREIGHT FORWARDING OF THE SLOVAK REPUBLIC	GERMAN-POLISH CHAMBER OF INDUSTRY AND COMMERCE
POLISH INTERNATIONAL FREIGHT FORWARDERS ASSOCIATION	KLASTER LOGISTICS- LOGISTYCZNA SIEĆ POLSKI CENTRALNEJ



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CONDUCT THAT COMPLIES WITH THE LAW AND POLICY

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



The Geis Group 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 guaranteed 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

Within the Geis Group, compliance with national minimum wage standards is ensured by all responsible departments under the control of the payroll and salary departments. The laws require that the Geis Group obtains assurance from its contractors before placing an order that the country-specific minimum wage is also paid to the employees deployed for the services provided to Geis.

Adherence to the requirements for maximum weekly working hours and work-free time is monitored via the recording of working hours. Adherence to driving times (e.g. according to the Regulation concerning driving personnel / Regulation (EC) No. 561/2006) is ensured by consistently analysing the driver cards 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. the GDPR for organisations in the European Union and the Data Protection Act [nDSG or DSG] in Switzerland). The Geis Group has appointed data protection officers in the organisational units, who perform the advisory and supervisory tasks in accordance with the applicable regulations.

To support them, data protection managers/data protection coordinators have been trained to ensure that data protection requirements are met at the individual locations and branches. The regulations are regularly communicated to employees.

📄 COMPLIANCE

The topic of compliance lies within the central specialist departments in the Geis Group. Each area of law is supervised by a responsible company division, department or person. The compliance objectives in the company are described in criterion 3. Since no compliance or relevant legal violations were reported in 2023, no separate objectives were defined. Greater attention is to be paid to the topics of corruption and bribery in 2024.

A project has already been set up for this purpose, which will deal with the revision of the Code of Conduct, the internal compliance guidelines, the adaptation of supplier contracts and specific preventive measures for suppliers.

KEY PERFORMANCE INDICATOR GRI SRS-205-1.

All operating sites were checked for corruption risks as part of the risk analysis.
No significant corruption risks were identified.

KEY PERFORMANCE INDICATOR GRI SRS-205-3:

No confirmed incidents of corruption came to light during the reporting period.
Sections b - d are not applicable because none of the cases occurred.

KEY PERFORMANCE INDICATOR GRI SRS-419-1:

Compliance with statutory regulations and ordinances is a matter of course for the Geis Group. This is based on the applicable statutory provisions. No breaches of statutory regulations were reported in the reporting period. Legally relevant incidents are assessed as part of the annual management review.

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 are regularly instructed on the internal standards of behaviour as part of training courses. Acknowledgement of this must be countersigned on a training certificate.





ROAD SERVICES



AIR + SEA SERVICES



LOGISTICS SERVICES



Global Logistics

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Kodex
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Wirtschaft &
Menschenrechte