

transfer

THE GEIS GROUP MAGAZINE
MAY 2025



Global Logistics

JOCHEN GEIS (left) and
HANS-WOLFGANG GEIS (right)
Managing Partners

EYES ON THE FUTURE

In a challenging environment, the Geis Group continues to evolve—with a clear course set for the future.

OUR MISSION

We **excite** others
with **first-class services**
and our **passion**
for logistics.

Dear readers,

transfer—the very name of our magazine stands for momentum: we get things moving, want to inspire you with our services and are part of an environment that is constantly changing. **For us, change means being open to new ideas and blazing a trail for others.**

With the newly designed **transfer** we would like to give you even deeper insights into our company. Get to know the **people at Geis** —→ [Page 38](#) and find out what drives us. A lot has happened in our corporation over the past two years, as our Managing Partners **Hans-Wolfgang Geis and Jochen Geis report in an interview** —→ [Page 06](#).

This issue focuses in particular on our customers. Using **selected case studies** —→ [from Page 16 on](#) we show how we develop solutions and master challenges together—hands-on, in partnership and with the goal of living and breathing logistics with quality and passion. We hope you enjoy reading the newly designed **transfer**.

Yours, the Geis family

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To date, you have received two issues of **transfer** each year. As we are also increasingly using our digital channels, we will be publishing one printed issue a year going forward, also due to sustainability reasons. You can stay up to date with the Geis Group's new joint LinkedIn channel.



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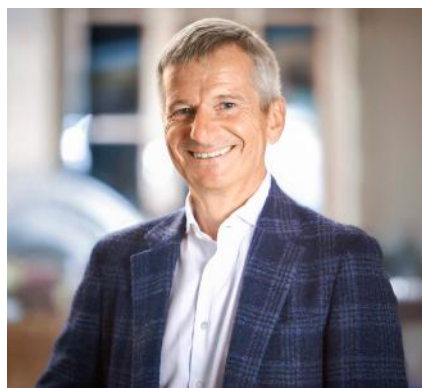
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JOCHEN GEIS (left) and
HANS-WOLFGANG GEIS (right)
Managing Partners at the Geis Group
in the third generation

EYES ON THE FUTURE

The Geis Group continues to grow and further consolidated its market position in 2024: through the acquisitions of the Gras Group and international forwarding company Krüger as well as through more business in all three divisions. In this interview, the two Managing Partners Jochen Geis and Hans-Wolfgang Geis explain why growth is no end in itself—and how the Geis Group is preparing for the future.

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The Geis Group continues to grow. Why is growth important for Geis?

Jochen Geis: Costs are rising continuously in our industry, whether due to rising energy prices or personnel costs. At the same time, issues such as sustainability and new regulatory requirements demand considerable investment, which we can only achieve through targeted growth. In addition, the logistics sector has extremely low margins. In order to work efficiently, economies of scale and synergies are necessary—and these only emerge once a company reaches a certain size. The bottom line is that we want and need to grow because growth provides stability. This way, we ensure that our customers can rely on the Geis Group as a stable partner in the long term.

Hans-Wolfgang Geis: As a family business, we have the advantage of being able to think and plan for the long term. However, if the market continues to develop as it did in 2024, growth will become a challenge—one that we will face with a clear strategic focus.

Can you elaborate?

Hans-Wolfgang Geis: The top priority is to keep the Geis Group on course: we were, are and will remain a reliable partner for our customers and an attractive and secure employer for our employees. But we are operating in a very dynamic market environment that is currently characterized more than ever by uncertainty and intense competition. Our industry is also currently in a state of transition: increasing customer requirements, changing supply chains, and digitalization all require flexibility and proactive planning.

Jochen Geis: The fact that we have held our own in this challenging market environment and have even grown is thanks to the performance of our employees. Because in a service company, it is above all the employees who bring about success!

→ [more on page 10](#)

JOCHEN GEIS —

“We grow because we never stand still. Because we invest—in our infrastructure, in our processes, but above all, in our employees. Because only with a strong team can we deliver what our customers expect today and need tomorrow. Anyone who works with Geis can rely on this: we listen, we act, and we are there when it matters.”



JOCHEN GEIS
Managing Partner

HANS-WOLFGANG GEIS —

“As a family business, we think long-term. Especially in challenging times, it is important to stay on course and act with foresight. This gives our employees security and our customers stability.

The future is not created by waiting and seeing, but by entrepreneurial action with attitude.”



HANS-WOLFGANG GEIS
Managing Partner

What milestones have recently shaped the Geis Group?

Jochen Geis: The most important one is our new corporate strategy, which we developed last year. It applies to the entire group of companies, including our subsidiary Quehenberger Logistics. It defines focus areas and promotes the international integration of all companies. The newly developed vision, mission, and value framework form the basis for this. The goal is clearly defined: we aim to achieve the leading position in Central and Eastern Europe. The motto "BEST OF US" stands above everything else, as it combines the best of all the companies in the Geis Group.

You mentioned Quehenberger, a company Geis acquired in 2023. What is your impression so far?

Jochen Geis: The acquisition of Quehenberger was the largest in our company's history. Two years later, we can look back on a successful integration, with the two companies operating as a strong unit on the market. There have been great cross-selling successes, the teams have grown together, and we have significantly expanded our presence in Eastern Europe. Our customers benefit from this in many ways, for example from our expertise in contract logistics and international air and sea freight.

Two other companies have recently joined the Geis Group.

Hans-Wolfgang Geis: Exactly, in December 2024, we signed the contracts for the acquisitions of the Gras Group and the international forwarding company Spedition Krüger. These two acquisitions strengthen our Road Services division, our position in the IDS network, and the stability of the entire general cargo network. —→ Page 12

What does this growth mean in figures?

Hans-Wolfgang Geis: Our total turnover in 2024 was 1.95 billion Euros. In Road Services, we grew by about three percent in 2024 compared to

the previous year, while Logistics Services grew by two percent. Our numerous improvement processes in recent years are taking effect, and the trend is stable. In Air + Sea Services, we were able to increase our turnover by nine percent. In this business segment, we score points with individual solutions for our customers and successful niche projects. Air + Sea is also ideally positioned in terms of personnel: Klaus Hrazdira has assumed overall responsibility of the division in Europe and brings with him a great deal of expertise. —→ Page 42

So, all in all, a successful year for Geis?

Jochen Geis: We are satisfied with the result, but we are definitely focused on the future: in times of rising transport and personnel costs, ever more regulatory requirements and declining shipment volumes, we will continue to build on an open, trusting cooperation with our customers in the future. In a low-margin market, our freedom to act is limited. All the more reason for us to focus on jointly developed, partnership-based solutions with added value for both sides.

What other adjustments can be made to ensure that Geis remains stable and successful in the future?

Hans-Wolfgang Geis: Automation offers huge potential in logistics, which we are already

The vision of the Geis Group: As a family-run logistics company, we want to occupy the leading position in our divisions in Central and Eastern Europe.



making good use of for our customers today and will continue to expand in the future. Artificial Intelligence is also on everyone's lips. But even there, we don't do anything just for the sake of it, but only if it has a tangible effect on the collaboration with our customers, such as more efficient processes or better capacity planning.

All in all, there are significant transformation processes underway at Geis. How are you taking your employees with you on the path to the future?

Jochen Geis: Through good communication and good leadership! We value an open and transparent communication culture and have recently introduced an employee app, for example. This provides our employees with all the important information about the development of the Geis Group at all times. At the same time, we consciously invest in our management culture: appreciative, committed, close. After all, sound leadership is the key to not only accompanying change but actively shaping it. Both communication and leadership are projects of #LoveYourWorkplace—the largest HR initiative in Geis history. All projects contribute in different ways to how we master this transformation together. —→ Page 36

Logistics companies are required more than ever to act sustainably, both in terms of environmental issues and social responsibility. What does Geis do?

Hans-Wolfgang Geis: Quite a lot! In road transport, for example, we rely on alternative fuels. We have secured around six million liters of HVO 100, a climate-friendly diesel substitute, and use it at our own filling stations.

Jochen Geis: When we build new buildings, we clearly focus on ecological aspects. Last year, we inaugurated our green freight forwarding terminal in Ebersdorf. The structure is mainly made of wood, has a solar panel system and a green roof. We also have already installed solar panels at several other locations.

To what extent do customers benefit from the Geis Group's sustainability initiatives?

Jochen Geis: For us, sustainability is not an end in itself—it creates real added value, includ-

ing for our customers. Together, we are constantly implementing projects that contribute to ecological responsibility. One example: Geis is one of the first providers with a certified "book and claim" process. This allows our customer Siemens, for example, to offset the carbon emissions savings from the use of HVO 100 in Scope 3 of their carbon footprint. —→ Page 18

Hans-Wolfgang Geis: But sustainability also has an economic component: we have invested around 12.5 million Euros in our new logistics terminal in Naila in the Upper Franconia of Bavaria, Germany, just about a quarter mile from the transshipment terminal. This means shorter distances, later cut-off times, and more efficient processes. Our customers benefit directly—through speed, flexibility, and reliability.

How does Geis understand its responsibility towards its employees?

Jochen Geis: We want our employees to enjoy coming to work, to be able to fully contribute their strengths and to be proud to be part of the growing Geis Group. That's why we invest in modern workplaces, flexible working time models, and a good work-life balance. With #LoveYourWorkplace, we have launched many other initiatives—all aiming to be and remain an attractive employer.

Hans-Wolfgang Geis: Our message to our employees and our customers is that, as a family business, we invest in our future even in difficult times! We are proud of what we have achieved in recent years. And we look to the future with confidence. A future in which we not only want to consolidate our position on the market, but also expand it to become the market leader in Central and Eastern Europe. ■

Family values, clear goals and an attractive working environment for employees—Geis thinks long-term.

EVEN MORE STRENGTH FOR THE IDS NETWORK

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With the acquisition of the Gras Group in January 2025, Geis now serves eleven areas within the IDS logistics network. The four IDS locations Neuwied, Polch, Mannheim and Frechen, all in Germany, are new additions. Geis also took over the Krüger freight forwarding company based in Göttingen, Germany on April 1, 2025.

"We are pleased that we can quickly fill the first part of a DSV territory. The Geis Group now serves already eleven areas within the IDS network. I am sure that Geis will deliver its usual high quality at its twelfth location in Göttingen from January 2026."

— DR. MICHAEL BARGL
Managing Director
IDS Logistik GmbH

Geis and Gras are linked by a decades-long partnership within the IDS network: both owner-managed companies have been working together closely and constructively since the 1980s. "As family-run companies, we stand for very similar values and convictions," emphasizes Jochen Geis, Managing Partner of the Geis Group. With the acquisition, the Geis Group is expanding its presence in Western Germany and at the same time strengthening its proximity to its customers. Geis now operates around 20 percent of the depots and, as an established IDS

partner, maintains stability in the network. IDS currently comprises 54 depots that serve zip code areas throughout Germany for the collection and delivery of general cargo consignments.

Strong position in central Germany

The Geis Group is also strengthening its position in the German state of Lower Saxony: on April 1, 2025, Geis took over the two locations of the freight forwarding company Krüger in Göttingen, a move that also followed many years of good and trusting cooperation. When the logistics company DSV leaves the IDS network at the end of 2025, Geis will replace the DSV site in Baunatal with the Göttingen site in the IDS system from January 2026, a strategically sensible expansion of neighboring Geis areas. In future, Geis will therefore serve a total of twelve IDS areas.

Customers benefit from both acquisitions: existing services are retained, processes are optimized and integrated into the efficient Geis network. The new locations also provide Geis with additional capacities. ■

The Geis IDS network in Germany

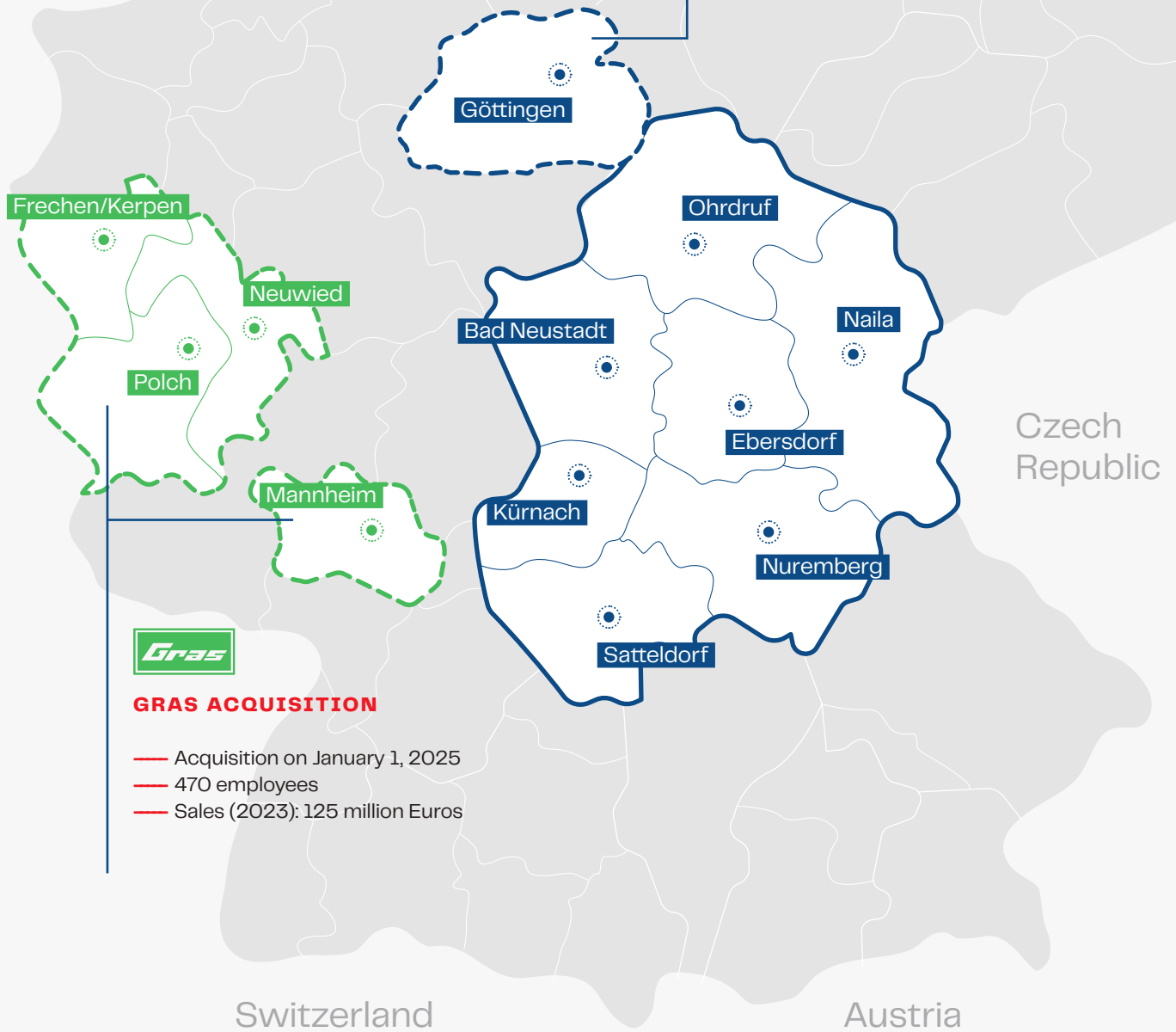
Geis has significantly expanded its position in Western and Central Germany.



Global Logistics

KRÜGER ACQUISITION

- Acquisition on April 1, 2025, now operating under the name Geis Krüger Internationale Spedition
- IDS location from January 1, 2026 on
- 230 employees
- Sales (2023): 40 million Euros



GRAS ACQUISITION

- Acquisition on January 1, 2025
- 470 employees
- Sales (2023): 125 million Euros

— Existing Geis IDS locations

--- Krüger acquisition

--- Gras acquisition



6,000 m²

handling area

around
100

employees

transfer



500,000 kWh

of green electricity per year
generated by the photovoltaic system

77

loading and unloading gates

GREEN LIGHT

The Ebersdorf transshipment terminal near Coburg, Germany is one of the IDS network hubs. Newly built and in operation since 2024, it is the Geis Group's first eco-terminal with a timber hybrid construction hall, a large-scale photovoltaic system, heat pump heating, a green roof on the administration building, and a truck wash that is operated with rainwater.

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Scan the QR code to
watch a video of the
terminal being built



CONSUMER GOODS

SPAR: CENTRAL WAREHOUSE RELOCATION DURING ONGOING OPERATIONS



16
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Heavy traffic: To transport the goods from the 100,000 pallet spaces to the more than 170 loading ramps, more than 200 forklifts are in operation.

In 2005, the Austrian company ASPIAG (Austria SPAR International AG) opened the first INTERSPAR hypermarket in Zadar, Croatia, and launched a wholesale center in the capital Zagreb just two years later. Their partner for the construction of the roughly 6,000 m² warehouse and its complete operations with 25 employees was Quehenberger, now part of the Geis Group.

Through the expansion of its own locations and several company acquisitions, SPAR is growing continuously in Croatia. Today, SPAR operates 140 stores in 55 cities throughout the country and has a market share of around 10%. This enormous expansion made the construction of a new logistics center necessary. After many years of successful cooperation, SPAR entrusted Quehenberger with this challenging major project. It wasn't just the schedule that was tight: the team only had 14 months to get everything ready

for the project with a warehouse area of about 75,000 m² and a workforce set to grow to 500 employees in the future. The tasks were also challenging: the goal was to recruit 180 new colleagues, organize accommodation and work permits, and conduct training and development programs for the new employees to integrate them into the company's processes and culture. A new company organization was also on the agenda: switching from a three-shift to a single-shift model.

Another key moment was the move to the new logistics center, which is located southwest of Zagreb. More than 25,000 pallets had to be relocated during ongoing operations—in the middle of tourist season, when all storage, transport and personnel resources are already under maximum strain. Quehenberger was able to implement the go-live process of the new logistics center in mid-2024 without a single day of work interruption thanks to perfect planning, competent and experienced project management, and well-coordinated teamwork. Now, nothing is in the way of SPAR's further expansion in Croatia based on efficient logistics. ■

AUTOMOTIVE

FROM DISTRIBUTOR TO STRATEGIC PARTNER FOR PIRELLI

As one of the world's leading tire manufacturers, Pirelli has been relying since 2022 on the warehousing and distribution expertise of Quehenberger, part of the Geis Group. Quehenberger Logistics has also been responsible for the international transport business in Central and Eastern Europe since 2016, using the regional distribution warehouse in Senec, Slovakia.

Based on the long-standing business partnership, comprehensive know-how and reliability, Quehenberger has turned into a strategic partner of Pirelli over the years and taken on tasks that go far beyond tire logistics: these include, for example, innovative automation concepts or custom AI-based software solutions for the tire industry.

The perfect cooperation and Pirelli's trust in Quehenberger's punctuality, expertise and industry know-how will culminate in a new major project starting in 2026: Geis Quehenberger Tyre Solution is set to take over the operation of the factory and distribution warehouses in the Breuberg area in Germany for Pirelli. This is a good example of how customer projects can now be implemented jointly across the Group on the basis of a comprehensive warehouse network with

locations in Central and Eastern Europe. Geis Quehenberger Tyre Solution and Pirelli are also working on innovative and partially automated warehouse concepts that will go into operation in mid-2026.

From the new competence center, the team coordinates all warehouse and distribution logistics from the tire plant. This includes shuttle transports between the factory and distribution warehouse—the plan is to use electric trucks—deliveries to vehicle manufacturers in Germany and supplies to customers in Austria. ■

Pirelli is a prime example of the increasing cross-group collaboration throughout the Geis Group.

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MOVING MORE TOGETHER

Siemens AG and the Geis Group have been working hand in hand for several decades on a wide variety of transportation modalities and logistics projects. Both partners develop innovative and efficient logistics solutions in close collaboration. This includes the concept for Siemens to transport general cargo by road to defined European destinations in a climate-friendly manner using HVO 100 fuel.

SABINE GEIS and DIRK GRUND from Siemens enjoy a close working relationship characterized by trust, innovation, and shared goals.



Since the 1980s, the customer relationship has grown into a lasting partnership: Geis initially took over intermodal transports from Nuremberg to the port of Hamburg, Germany for Siemens in 1980. The transport volume grew steadily, so that Geis built its own building in the port of Nuremberg in 1982. In the late 1980s, the first warehousing operations for Siemens were added in Bad Neustadt in the state of Bavaria and later also in the Nuremberg area. An important milestone was the opening of the World Distribution Center (WDC) in Neu-Isenburg near Frankfurt in September 2007, which is operated by the Geis Group and provides spare parts for Siemens Healthineers worldwide. Since then, the partnership has been continuously expanded and optimized.

Key account as a driver of innovation

Traditionally, the Siemens key account is managed by a member of the Geis family. "As one of our most important customers, Siemens not only presents us with exciting challenges and strict requirements, but is also a constant driver of innovation. Thanks to our close collaboration, we have not only expanded our expertise in numerous areas, but have also been able to develop new, forward-looking solutions. The demanding projects that we implement together always require the best from us—and they enable us to continuously optimize our own processes and integrate innovative technologies. This partnership is not only a driving force for our own development, but also a source of inspiration for the entire industry," says Sabine Geis, Global Account Manager Siemens.

"Siemens has decided to handle general cargo shipments on defined European routes by road in a CO₂-neutral manner together with our long-standing partner Geis."

— **DIRK GRUND**
Supply Chain Management,
Pooling Indirect Ground-EMEA
Siemens

Geis Group develops Book & Claim concept

The most recent example of innovation is the concept developed by Geis for reducing carbon emissions in general cargo transportation. Siemens was one of the first customers to commission it for its Europe-wide general cargo transportation. It is implemented according to the Book & Claim principle, for which the Geis Group uses the nearly climate-neutral fuel HVO 100 in its truck fleet. The HVO Book & Claim concept is an innovative mechanism to promote decarbonization in road freight transport. It enables companies to book the use of Hydrotreated Vegetable Oils (HVO), a sustainable biofuel. —→ [more on Page 24](#)

It is part of
Geis' DNA to
constantly
develop new,
**forward-looking
solutions.**



Figures.

HVO 100

is a climate-friendly alternative to diesel fuel. HVO 100 is produced from recycled vegetable fats and oils. Its carbon footprint is up to 90 percent better than that of diesel because only as much carbon dioxide is released during combustion as the processed plants have previously absorbed from the atmosphere.

is the concept by which carbon savings at the logistics partner can be credited to the customer of the transportation. The CO₂ certificates acquired by the Geis Group through the use of HVO 100 are transferred to Siemens AG in proportion to the transport volume.

Book & Claim

23
48

6

million

liters of HVO 100 is what the Geis Group plans to purchase for its own filling stations in 2025. This can replace around one third of the group's annual diesel consumption.

In 1980

the intensive partnership between Siemens and the Geis Group began.



For **JÖRG ROTHOWE**, HVO 100 is an immediately usable lever to significantly reduce emissions in road freight transport.

“The use of HVO 100 fuel contributes to greater sustainability thanks to the fact that we have a large fleet of own vehicles as well as our own filling stations—for our customers and for our own climate neutrality strategy.”

— **JÖRG ROTHOWE**
Managing Director
Road Services Germany

They can then claim the associated carbon emission reductions without their own vehicles having to physically use the fuel. In this way, the carbon savings at the Geis Group can be transferred to Scope 3 of Siemens’ carbon footprint. “We are proud about the fact that we can now also offer our long-standing customer an innovative concept in the area of carbon savings,” says Sabine Geis.

Use of HVO 100 reduces greenhouse gases

HVO is produced from recycled vegetable oils and fats, such as frying fats from the food service industry. The HVO 100 grade used by Geis has no fossil additives and is almost identical to conventional diesel fuel in terms of its properties. The carbon footprint is up to 90 percent more favorable than that of fossil diesel, as only as much carbon dioxide is emitted as the processed plants had previously absorbed from the atmosphere. In 2025, the Geis Group plans

to purchase six million liters of HVO 100 for its own filling stations. This means that around a third of the fleet's annual diesel consumption can be replaced in a climate-friendly way.

Siemens formulates ambitious sustainability target

Siemens has set itself the goal of reducing its supply chain emissions by 20 percent by 2030 and achieving net-zero greenhouse gas emissions across its entire value chain by fiscal year 2050. "To achieve our goals, we are taking innovative approaches with strategic partners," says Dirk Grund, Supply Chain Management, Pooling Indirect Ground-EMEA at Siemens. "The Geis Group was one of the first partners to offer us a Book & Claim concept with HVO 100." In daily operations, the Geis Group uses Book & Claim for all divisions of Siemens AG and Siemens Healthineers.



Between **eight and ten thousand shipments** are dispatched and handled every day at the Nuremberg site.

Strategic advantage: Geis has a large fleet of own vehicles

"The fact that we have a large fleet of own vehicles as well as our own filling stations give us the best conditions for making intensive use of the climate-friendly fuel HVO 100 for our land transport. This allows us to contribute to the sustainability goals of our customers while also working towards our own goals," says Jörg Rotthowe, Managing Director Road Services Germany at the Geis Group, describing the dual strategy. This is because the increasing use of HVO 100 also benefits the Geis Group's long-term climate goals, which are summarized in the "Mission Zero" program: the Geis Group aims to be climate-neutral in Scopes 1 and 2 by 2040. Based on the successful pilot project with Siemens, Geis has developed a sophisticated product that can now be made available quickly and easily to other customers. ■

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Whether HVO 100 or electric trucks, Geis is investing specifically in alternative drive systems to make transport more sustainable.



WAREHOUSE LOGISTICS WITH ADDED PERKS



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Today, the management of Geis Logistics Hungary Kft. can look back on the turbulent early days in Hungary with a sense of accomplishment: in 2021, the Geis Group decided to participate in a tender for its long-standing customer Knorr-Bremse—and was awarded the contract. The supply and distribution center in the south of Budapest is now a showcase location for the Geis Group.



“We quickly threw our hat in the ring for the tender,” recalls Erik Lassen, Head of Contract Logistics Germany at Geis. At that point, Geis did not yet have its own location in Hungary, but had been working with Knorr-Bremse on various projects for many years. “That’s why it was no question for us that we wanted to continue the good cooperation with our first logistics project in Hungary.” In a short space of time, the entire infrastructure had to be set up at CTPark Vecsés on the southern outskirts of Budapest, suitable skilled

ERIK LASSEN, Head of
Contract Logistics Germany
at Geis

workers had to be found, and all processes had to be put in place—and all this in the middle of the COVID-19 pandemic. “An exciting task in challenging times,” recalls Lassen.

Comprehensive tasks

In the meantime, around four years later, the processes are running smoothly and the customer is satisfied with the work of the Geis team. For the “Rail Vehicle Systems” division, Geis handles goods receipt, including inventory control and random checks of delivery quality, storage, order picking and consolidation, packaging for air and sea freight shipments worldwide, outgoing goods, and customs and returns management on



Packaging

7

packing tables for small and express parcels

11

packing stations for larger load carriers



The Geis team's recipe for success in Hungary: **absolute customer focus.**

When it comes to safety-related components, we need absolute reliability—and that's what we found at Geis.

KURT KÖSCHINGER
Team Leader Logistics Operations
Knorr-Bremse

an area of around 15,500 m². Between 20 and 25 truck deliveries from external suppliers arrive at the logistics center every day, plus around four to five factory shuttles from Knorr-Bremse's production facility, located around 9 miles away. The team processes almost 200,000 delivery notes from Knorr-Bremse every year, which are entered into the system around the clock. Employees process delivery notes with up to five items and packages within a maximum time frame of six hours, and all other orders leave the logistics center usually within 48 hours. They use modern technology such as hand-held scanners and industrial

trucks with semi-automatic control so that goods can be commissioned quickly and efficiently. Joannis Tsilivarakos, one of the three Managing Directors at Geis in Hungary, knows that not all delivery notes are the same. "A delivery note can cover anything from several small O-rings to a brake test bench weighing three metric tons."

Optimal material flow

The Geis team handles up to 470,000 picks per year, which translates into more than 720,000 material movements. When asked about the site's recipe for success, Tsilivarakos doesn't have to think twice: "On the one hand, it's the great flexibility of our team here on site, and on the other hand, it's our drive to offer our customers more than just standard services," says the experienced logistics expert. Flexibility means, for example, that the teams on site are always able to adapt to fluctuations in capacity utilization. "The rail vehicle business is purely project-based, with hardly any seasonal fluctuations," says Tsilivarakos. Things have to move particularly quickly when important components are required for the maintenance of brake systems. The team works on those orders in a two-shift system from Monday to Friday between 6 a.m. and 11 p.m., and on Saturdays until 2 p.m. "If the order situation requires it, we can also switch to three shifts at short notice thanks to flexible working time models," says Tsilivarakos. During peak periods, the team

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A crane system is available for **heavy goods**.



Perfectly coordinated

processes: When components for brake system maintenance are required, speed is of the essence.

mentation of every single step, ensuring that any discrepancies can be quickly identified in the event of complaints or queries about orders. For orders requiring special crates, Geis measures the items. Crates weighing between 2.5 and three metric tons are not uncommon.

Digitally scheduled

It is often seemingly small improvements that make work at the Vecsés site smarter and more efficient. For example, an app programmed jointly by Geis for its customer Knorr-Bremse for arriving truck drivers has significantly simplified the delivery process. Where a lot of paperwork and phone calls were required previously, only a tablet is needed now—right at the entrance to the logistics center. The driver enters their transport data into the app, which is available in around 30 languages. The Geis service employee then immediately has all the important information they need to initiate loading.

Consequently, the regular meetings with Knorr-Bremse's contact persons go exactly as Joannis Tsilivarakos has hoped. Geis is fully on target with important key figures such as throughput time and quality. "Together with Knorr-Bremse, we can plan ahead for the future here in Hungary," says Tsilivarakos. Further growth is planned at the site, with the order backlog increasing by around ten percent per year. "Our goal is to continue offering Knorr-Bremse those added perks in the future. This has shaped our collaboration over the past four years—and will continue to shape it in the future." ■

on site calls on external specialists who provide temporary support and are given thorough training by the well-coordinated permanent team.

Testing safety-related components

The customer appreciates this flexibility—as well as several other services that Geis has tailored precisely to Knorr-Bremse's needs in Hungary. Among other things, the team carries out incoming goods inspections for every single item, as well as comprehensive product tests for individual items, such as safety valves. Geis has set up a dedicated quality laboratory for this purpose in collaboration with the customer, and the employees are trained to perform these demanding tasks. "Brakes for rail vehicles are safety-relevant. By testing individual components, we relieve our customer of an important task that comes with a great deal of responsibility," says Tsilivarakos with conviction.

Focus on processes

Geis has also set up additional processes for packaging goods in Hungary that add value for both the customer and Geis: a camera system provides reliable docu-

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Storage

4
storage lifts

17,500
spaces in a
three-level
racking system

8,650
spaces as very narrow
aisle (VNA) racking

2,500
spaces for oversized
load carriers

Geis conducts comprehensive
**product testing for individual
items.**







ENOUGH SPACE FOR SMART LOGISTICS

1.4 million m² of warehouse space—that's how much space was available to Geis Group customers in 2024. And there is more to come: the company is continuing to invest in new space and implement individual contract logistics solutions at the highest level. The picture shows the logistics and technology center in Gochsheim near Schweinfurt, Germany, where the Geis Group operates on a total area of 35,000 m² for its customers Fresenius, Kneipp, and Intersport. Geis handles shuttle transportation, incoming goods, dispatch, storage, and order picking as well as returns and display construction.

1.4 million m²

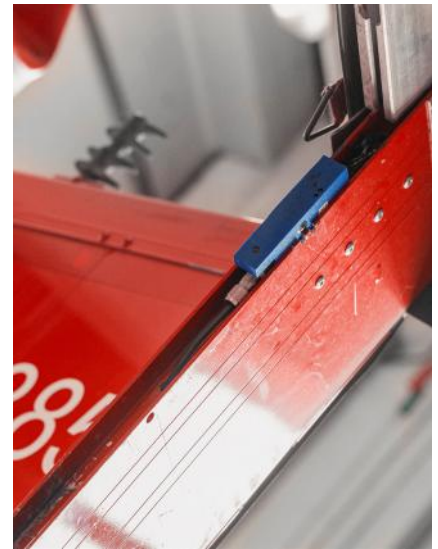
storage area

around
100

logistics locations in Europe



An **AI camera** is being installed here. The camera installed in the trailer can be seen on the right of the image.



OPTIMIZING PROCESSES AND LOADS

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Artificial Intelligence (AI) is at the center of attention worldwide—and already in use at Quehenberger Logistics. The company set up its own internal AI department at the beginning of 2025. Going forward, it will work on effectively integrating Artificial Intelligence into the company's B2B processes. The focus will be on optimizing internal processes and developing future-oriented solutions for customers—but only where AI creates measurable added value.

Safer and more sustainable with AI

8.2 billion Euros: this is the estimated annual loss to the logistics industry due to cargo theft in Europe. This includes the theft of cargo from trucks, of complete trailers as well as fuel. Another problem is

blind passengers who gain unauthorized access to the truck at international borders, for example. To counter this, Quehenberger has launched a pilot project with AI cameras in ten trailers that travel on international routes. Combined with intelligent software, the cameras monitor the load directly in the trailers. The AI triggers an alarm in the event of deviations from the route, tampering, slipped pallets, unauthorized access, or if the truck's tarpaulin is cut open. But the AI cameras can do even more: they measure the entire cargo space inside the trailer. If there is space available for additional pallets, the software reports this to the dispatcher. The dispatcher can then offer the available space to customers and, ideally, sell it while the truck is already en route. In a future expansion stage, the AI could independently offer the loading space on

the freight exchanges, optimizing loading space utilization, creating greater efficiency, and making an important contribution to environmental protection.

Automated order entry

AI has also found its way into order entry at Quehenberger. The first project for the intelligent use of AI in the transport and document management system was launched at the end of November 2023. With the solution now fully implemented, the logistics company is now using automatic AI order entry. This step not only saves a considerable amount of time but also eliminates manual entry, which is well received by the employees. The solution can also automatically recognize and enter unknown transport orders. The technological basis for this is a Large Language Model (LLM), as used for ChatGPT. The sensible use of AI therefore has a future at Quehenberger and is an important step within the digitalization strategy. ■

RESEARCH

DEVELOPING RELIABLE PREDICTION MODELS

"Artificial Intelligence is usually trained to answer questions in the best possible way. What we need is the certainty that AI will provide the correct answers under all circumstances," says Thomas Pentza. The Head of IT at the Geis Group in Germany is working on a project with the Fraunhofer Institute of Material Flow and Logistics (IML) to develop predictive models for capacity planning and pricing in logistics, among other things.

Omnistics combines several apps

Omnistics is the name of the AI platform from Fraunhofer IML. It consists of various apps, Geis is currently testing three apps. One of these is a chatbot for employees that answers questions about documents and processes and makes the knowledge universally accessible. "One of the challenges here is that the AI must be able to clearly identify the area in which the employee works. For example, a question about the customs rate of a shipment can have very different answers between Air + Sea and Road Services or depending on the location," says Thomas Pentza.

Forecast models for capacities and pricing

The other two apps make predictions. The first supports capacity planning and is designed to forecast what transport volumes can be expected in a defined period of time. Automated planning can be derived from this to avoid under- or overcapacity and empty runs. "This feature makes logistics companies more efficient and sustainable, and our customers benefit from it as an improved service," explains Thomas Pentza. The Omnistics forecasting model supports logistics companies in calculating valid daily prices, which can then be offered to transport customers as attractive freight rates.

Data security is the top priority

"Our prerequisite for participating in the project was absolute data compliance," emphasizes Thomas Pentza. The focus was on ensuring that sensitive data remained reliably protected at all times. This is ensured, among other things, by the fact that the Omnistics platform is hosted securely on the Fraunhofer Institute's servers located in Germany. The project is currently in the proof-of-concept phase, which creates the data basis for transforming the apps into market-ready products. "Our expectation of the product-ready Omnistics platform is the absolute reliability of the automated forecasting models. In the sensitive logistics sector, we can't afford to have 'hallucinating' AI that comes up with seemingly plausible results that aren't really data-based," concludes IT expert Pentza. ■

Guest commentary



MARTIN FRIEDRICH
Senior Scientist at Fraunhofer IML,
Dortmund, Germany

Artificial intelligence is the key

What are the future success factors for the logistics industry? We at the Fraunhofer Institute of Material Flow and Logistics (IML) are convinced that the use of Artificial Intelligence **is a key to continued competitiveness.** Automating and optimizing planning and decision-making processes with AI-based solutions makes logistics companies more efficient, better, faster, and supports their economic calculation. **Fraunhofer IML is developing the AI platform Omnistics for the logistics industry, offering AI as a Service (AIaaS).** This means that companies can optimize their processes using AI software without having to invest in the development of AI tools themselves. The Geis Group is an important development partner for us during the current beta phase of the project. Geis is characterized by its diverse processes, openness to new technologies, and the aspiration to drive data-based logistical excellence. The findings from our collaboration will be incorporated into the Omnistics platform, which is planned to be available as a product for the industry **starting in the fall of 2025.**



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WELCOME TO THE EXPERIENCE HUB

Anyone who has ever experienced the fascination of a modern logistics center knows that this is where logistics pulsates, where man and machine interact perfectly. At the new Geis Experience Hub, customers and partners can experience this symbiosis live—and develop new solutions together with Geis.



The **multi-user logistics and technology center** in the Frauenaurach industrial park comprises a total of roughly 60,000 m² of logistics space for various customers and projects. The site is conveniently located directly on the A3 and A73 freeways and has its own rail connection. Ships can also be unloaded at a pier on the Main-Danube Canal.

on the picking trolley to prepare them for dispatch.

Ideally prepared for customers

The Experience Hub is a place for learning and collaboration. "We use the Experience Hub, for example, to simulate workflows before a new site is ramped up," says Patrick Mense, Head of Logistics Services. "This adds real value for our customers because it shortens ramp-up times and reduces error rates." On site, the team also develops new ideas and approaches for new and innovative solutions working closely with the customers. "With the Hub, we can understand our customers and their needs even better and develop tailor-made solutions," says Patrick Mense.

Momentum for future innovations

After just a few months, both customers and employees are enthusiastic about the possibilities offered by the Experience Hub. Erik Lassen is convinced: "The great interest shows that, with the Experience Hub, we have created something that has what it takes to change logistics processes in the long term," and he is already thinking ahead: "We are planning to implement more features and will continuously integrate new technologies going forward." ■

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The Geis Group's new innovation hotspot is located around 23 kilometers north of Nuremberg, Germany, or, to be precise: in Frauenaurach. There, the logistics and technology center now features a state-of-the-art training center that has been open to customers and partners since the beginning of the year. "Anyone who visits us in Frauenaurach will experience first-hand just how diverse, exciting, and innovative logistics can be. Not only do we showcase how modern logistics processes work today, but also how we prepare our customers for the logistics of tomorrow with our innovations," says Erik Lassen, Head of Contract Logistics Germany at Geis. Whether it is in mobile workstations, direct interaction with the warehouse management system, or different storage areas: this is where complex logistics processes come to life.

Logistics you can touch

A constant point of focus at the Experience Hub is the path of the goods. The warehouse management system knows exactly whether it belongs in high-bay, small parts, flow-through or block storage. Experience Hub guests can book an item into the system themselves, and the system automatically determines the optimum storage location. Visitors then place the goods at their destination. Visitors can also experience modern picking processes at first hand in the Experience Hub: using the forearm displays and glove scanners, they can capture the storage location of the desired goods at lightning speed. Each pick is confirmed immediately after the goods are removed. The goods are then transported directly to the packing area



Mahmoud Elrawdy, Warehouse Manager in Kürnach, is the face of the #LoveYourWorkplace campaign.

WHEN A JOB BECOMES A LABOR OF LOVE

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Customers know the following to be true about the Geis Group: when the company decides to take on a challenge, it goes all in. This also applies to **#LoveYourWorkplace**, the largest HR project in the history of the Geis Group, comprising a total of ten sub-projects. What they all have in common is that the Geis Group is positioning itself as an attractive employer for people with a passion for transport and logistics.

“The initiative is groundbreaking and will have a lasting impact on our corporate culture and working environment,” says Volker Kindler, Head of Human Resources who is responsible for the project together with Christoph Krieg, Head of Innovation Management. “We want to offer current and future employees excellent working conditions.” The equation is simple: good working conditions and motivated employees are the basis for customer satisfaction—and therefore for the future success of the Geis Group.

Attractive jobs for motivated employees

Retaining good employees is one thing. Finding new ones is

another, and it’s proving anything but easy: according to a study conducted by the “Die Wirtschaftsmacher” initiative in October 2024, 70% of participating companies in the German logistics sector are experiencing a shortage of skilled workers. Industrial specialists, professional drivers, IT specialists and trainees are particularly in demand. 60% of those surveyed even expect this situation to worsen.

The Geis Group is therefore taking a multi-pronged approach: in the individual **#LoveYourWorkplace** projects, the company is addressing many topics with a focus on long-term solutions. The project teams are set to develop answers to the changing requirements of the world of work,

and numerous initiatives will be implemented in the coming months and years. Project 01 “Mindset” is at the forefront of everything: the strategic position of the Geis Group. Together with Quehenberger, a clear basis for the strategic decisions of the coming years was created in workshops. Values that are practiced throughout the company, a newly formulated corporate mission statement and the long-term vision provide orientation for the employees. The Geis Group’s mission clearly shows what customers can rely on when working with Geis—today, tomorrow and in the future of the third-generation family-run company.

“Attractive working environments” is another example of the ten sub-projects: it aims to continuously improve the work environment for all employees. Given the large number of different workplaces—from truck cockpits and warehouses to office workplaces—this is no easy task. But the team has already reached an important milestone: the new concepts for break and recreation rooms are in place and are gradually being implemented, for example at the pilot sites in Kürnach, Neu-Isenburg and Forchheim, all in Germany. The topic of communica-

“We want the Geis Group to continue to be a place where people enjoy working, developing their skills, and being successful together.”

—— **CHRISTOPH KRIEG**
Head of Innovation Management and
one of the two project managers

tion is also at the top of the agenda at **#LoveYourWorkplace**. This has benefits both for employees, for example through a new employee app, and customers, who receive all relevant and important information at all times via the Geis Group’s new global LinkedIn account. The new face of this magazine is also a visible result of **#LoveYourWorkplace**—with real stories and authentic employees from the global Geis world.

So, a lot is happening at Geis, and the enthusiasm and commitment of the employees around **#LoveYourWorkplace** can already be felt today—at the company, but above all in the daily cooperation with customers and partners. ■

These are the 10 sub-projects of **#LoveYourWorkplace:**

01 Mindset

The values of the Geis Group provide employees with orientation, vision and mission are creating a clear corporate goal for the future.

02 Communication and transparency

Open and transparent communication strengthens trust and promotes cohesion—both internally and externally.

03 Next-level employee management

Modern management methods support the formation of strong teams.

04 Talent management

Recognizing talent, promoting it, and supporting it on its career path are the key to the future success of the Geis Group.

05 Female empowerment

The Geis Group specifically promotes women, thereby bringing more diversity and strength to the company.

06 Family and career

This sub-project is dedicated to improving the work-life balance and supports employees with family challenges.

07 Onboarding

New colleagues can get off to a good start with a structured induction program and get off to a flying start.

08 Attractive working environments

This sub-project generates ideas for pleasant break rooms, modern halls, well-equipped vehicles, and better catering.

09 Benefits

Contemporary, attractive additional benefits for employees are an expression of the appreciation for the employees of the Geis Group.

10 Health management

With a wide range of offerings, the Geis Group strengthens the health of its employees.

Strong women, strong future! Christine Albayati, Lisa Kießner, Katrin Thurner and Tatjana Ott (from left to right) are the Geis Group's brand ambassadors.



BECAUSE STRONG WOMEN MAKE THE DIFFERENCE

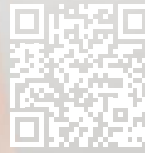
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Transportation and logistics are traditionally male domains, you might think. Not so at the Geis Group! Here, diversity counts more than clichés—and that is precisely what makes the company fit for the future and stronger. Because when different perspectives and talents come together, new ideas, genuine innovations and creative processes emerge.

TATJANA OTT

Age: 37

With Geis since: 08/2006

Position: Head of Central
Process Management ROAD DETeam size: 4 in direct
responsibility + functional
leadership to 60 employees
Tatyana's recommendation
to her younger self: Trust in
your abilities and always stay
true to yourself. You can never
please everyone, only yourself.

Connect now!

"In my day-to-day work, I support both women and men, bring employees and colleagues from different levels together, and actively seek out discussions in our branches. This helps me to recognize challenges and find solutions early on."

TATJANA OTT
Head of Central
Process Management
ROAD DE

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The #LoveYourWorkplace project Female Empowerment at Geis is aimed at female high potentials and managers who want to take their career to the next level. With targeted encouragement and valuable support, they can develop their full potential. Sabine Geis, sponsor of the project, emphasizes: "For me, female empowerment means that women are given the same opportunities for leadership positions as men. Through equal opportunities and mutual support, we can better meet the challenges of the future together." The overarching goal of the Geis Group is a corporate culture in which equal opportunities and the advancement of women and men are actively supported in equal measure.

How Geis specifically promotes and supports women

01 WOMEN-SPECIFIC TRAINING COURSES

Targeted expansion of the high-potential and general training program to include content specific to women

02 PARENTAL LEAVE OFFICER

Parental leave officers as a central point of contact, for example for questions about flexible working hours, for contact during parental leave, and for a smooth return to work

03 VISIBILITY THROUGH FEMALE CORPORATE INFLUENCERS

Successful women as visible brand ambassadors for the Geis Group. They show that career opportunities at Geis are equally available for both men and women

04 GEIS MENTORING PROGRAM (planned)

A mentoring program for women and men to learn from each other and build strong networks

"I don't want a woman in a management position to be seen as something special. Women have different strengths and weaknesses to men—companies should specifically promote and utilize these."

KATRIN THURNER
Operational Site Management

KATRIN THURNER

Age: 29

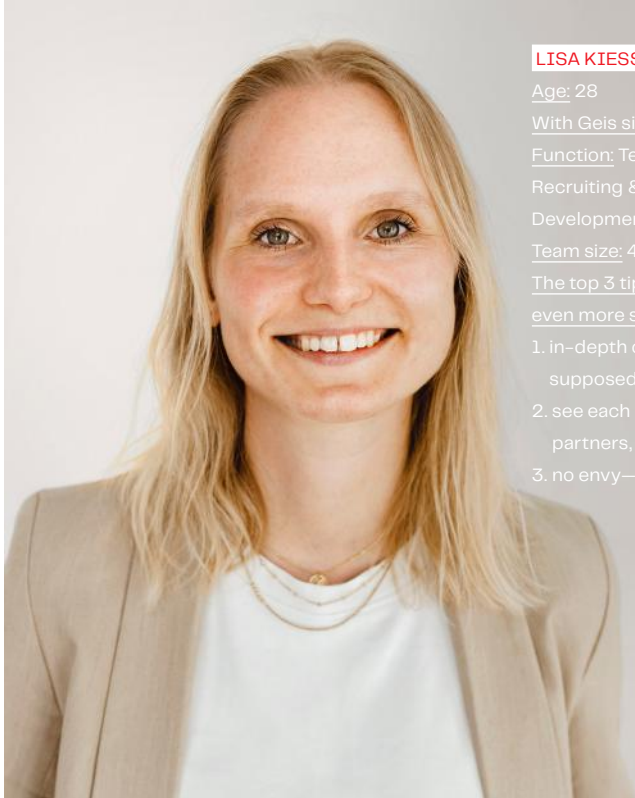
With Geis since: 03/2020

Function: Operational
site management

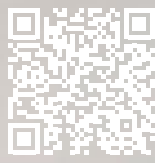
Team size: 35

The power trait for a
successful career as a
manager: clear and
unambiguous communication of goals

Connect now!



LISA KIESSNER
 Age: 28
 With Geis since: 01/2022
 Function: Team Leader
 Recruiting & Personnel
 Development
 Team size: 4
 The top 3 tips for women for
 even more support on the job:
 1. in-depth conversations, even on
 supposedly unpleasant topics
 2. see each other as sparring
 partners, not competitors
 3. no envy—that harms and inhibits



Connect now!

“Being courageous, addressing critical issues, convincing with specialist knowledge, clear and self-confident language—no ‘I think’ or ‘Maybe we could’—all that has helped me a lot in my career so far.”


— **LISA KIESSNER**
 Team Leader Recruiting &
 Personnel Development

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Women and careers: no contradictions here!

Katrin Thurner, Lisa Kießner, Christine Albayati and Tatjana Ott are successful women—and brand ambassadors for the Geis Group. Their stories show that career opportunities at Geis are equally available for both men and women. And that the way to the top can be even more successful through mutual support.

The personal profiles of the four women provide insight into their current positions and reveal which skills have particularly helped them on their career path. If you would like to find out more about the strong women at Geis, simply connect with them on LinkedIn! ■



CHRISTINE ALBAYATI
 Age: 45
 With Geis since: 07/2013
 Function: Forwarding
 Manager Administration
 National
 Team size: 30
 The key qualities on the way
 to a management position:
 Empathy, a cooperative
 management style and
 teamwork, efficiency
 through clear structures
 and processes, a high sense
 of responsibility



Connect now!

“Even in difficult moments, you shouldn’t bury your head in the sand. Particularly in those situations, it is important to persevere, look for solutions and believe in yourself. In the long term, this perseverance pays off—in the form of professional success, personal growth, and happiness.”

— **CHRISTINE ALBAYATI**
 Forwarding Manager Administration National

“A global, multicultural business”

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Klaus Hrazdira, a passionate cyclist and skier in his personal life, lives and breathes logistics: in April, he assumed overall responsibility for Geis Air + Sea Services in Europe, including all national companies and the subsidiaries General Transport and Quehenberger Logistics. From his career at Quehenberger, he brings many years of expertise and a great deal of operational and strategic know-how in this area to the table. Klaus Hrazdira will continue to serve as COO at Quehenberger.



KLAUS HRAZDIRA
Managing Director Geis
Air & Sea and COO at
Quehenberger

Mr. Hrazdira, how did you come to work in logistics?

It all started with a summer job. I'm actually an agricultural engineer by training and often worked as a driver for a freight forwarding company during semester breaks. Thanks to these contacts, I ended up as a management assistant in a logistics company after graduating from university.

What makes working in the logistics sector particularly exciting?

The fact that no two days are the same. Every project is different. In the Air + Sea division, the most exciting thing is that logistics is a global, multicultural business—we live in a global village.

How long have you been working for the Geis Group, or Quehenberger Logistics, to be more precise?

In that sense, I have had two careers at the company: I started as Head of Air and Sea Freight at Quehenberger in 1996 and became CEO of Quehenberger in 2003. Subsequently, I was also a member of the Management Board and a member of the Board of Directors at Thiel Logistik AG. I returned to the company in 2013 after Christian Fürstaller and Rodolphe Schoettel bought back the main parts of Quehenberger, and I have been COO at Quehenberger since then, taking on the exciting task of managing Air + Sea Europe in the Geis Group in April.

What has been the most challenging logistics project of your career to date?

There have been a few. For example, the 2011 Blueberry season for Walmart or the e-commerce project for the clothing company LPP in Slovakia and Romania, which started from scratch and turned out to be a great success.

Why should young people be interested in training in the logistics sector?

Logistics will always exist, no matter what. Transporting or storing goods and merchandise is a never-ending need. For trainees, logistics is a professional field that has a future and also a particularly dynamic one. There is no routine or boredom in our professions.

Let's take a look ahead: how will the Air + Sea Services business segment have changed by 2035?

Many things will be automated, digitalized or processed by AI—but the tasks that add real value will still be carried out by our highly qualified employees in ten years' time. There will be many platform solutions for simple shipments from point A to point B. Anything beyond that will continue to require a great deal of specialist expertise. This is the area where we see the biggest potential for the future. ■

Klaus Hrazdira off the record**My roots**

Born in Vienna in 1963, I have lived in Salzburg, both in Austria, since 1990 and currently live with my family in Bergheim, Germany.

My favorite things to do in my free time

Cycling is my favorite, whether on or off-road. If time permits, I take part in cycling marathons. If the weather permits, I also cycle to the office. As a native Austrian, I am also passionate about skiing. My wife Kathrin and I make time for as many skiing days per season as possible each year. And I'm a soccer fan—that's almost unavoidable when you've worked with Rudi Quehenberger and Christian Fürstaller for so long.

**Where I like to travel**

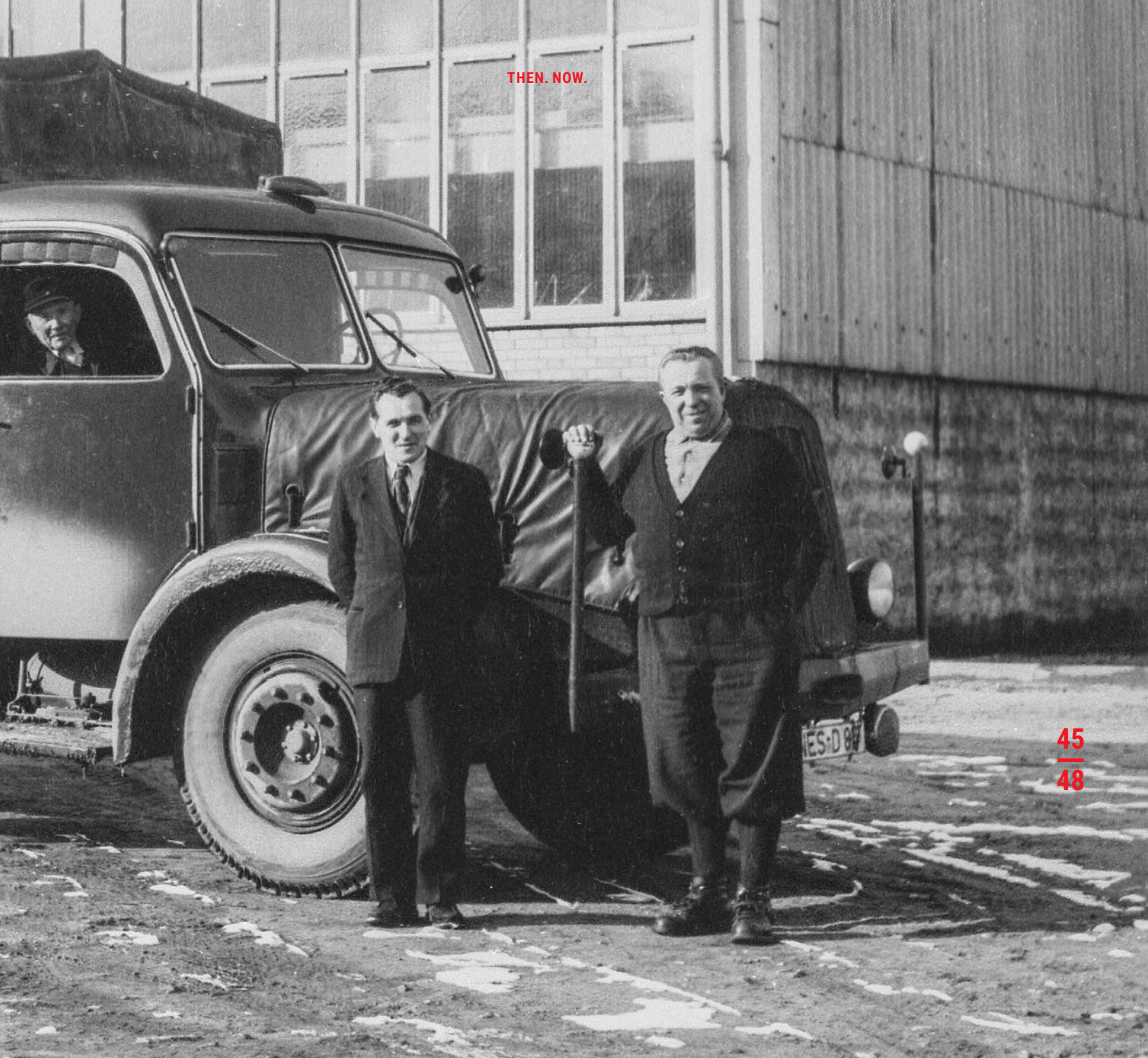
Our absolute favorite is Italy. The country offers everything: the mountains and the sea, nature and culture, lightness and enjoyment.

THEN. NOW.

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IN THE SUMMER OF 1945

...Hans Geis founded his one-man transport company in Bad Neustadt with a truck that he had bought second-hand. One of his first customers was the grocery store chain Edeka, which Hans Geis supplied with wine from the Rhine region and fresh fruit from Frankfurt and Hamburg. The Siemens electronics group also relied on the services of the Geis transport company early on, establishing a business relationship that still exists today. The historical picture shows Hans Geis (right) at the electric motor factory in Bad Neustadt. In the center of the picture is a Siemens employee, in the driver's cab of the Henschel truck is Hans' father Johann Geis.



THEN. NOW.

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48

TODAY, IN 2025

...the Geis Group has its own fleet of around 1,100 trucks. Alternative drives and environmentally friendly fuels are increasingly supplementing conventional drive technology. Around a third of the fuel used in the fleet is the environmentally friendly diesel alternative HVO 100. Geis also uses its own electric trucks and tested Geis customer Daimler Truck's new eActros 600 tractor unit in the summer of 2024. E-mobility is a component of the Geis Group's "Mission Zero" strategy with the goal of becoming a climate-neutral company by 2040.

SUSTAINABILITY

INTERNATIONAL



A NEW FOREST FOR EJPOVICE

The Geis Group's Czech headquarters are located in the municipality of Ejpovice in the Pilsen region. The landscape of Ejpovice is characterized by an extensive municipal forest, which has suffered from deforestation and a severe bark beetle infestation in the past. Forest restoration work began some time ago. For the past six years, the Geis Group has been providing intensive support for reforestation by supplying seedlings. Around 26,000 young trees have already been planted in recent years thanks to the Geis Group's initiative. In the coming years, a healthy mixed forest

of oaks, beeches, firs, pines and spruces will grow from them. As young trees grow particularly quickly in their first years of life, the first successes of the reforestation are already clearly visible. Children from the local daycare and school take part in the planting activities, planting seedlings together with their teachers and expanding their understanding of nature and the sensitivity of an ecosystem in a playful and practical way. Later, when they visit the lush forest as adults, they can look back with pride on their personal contribution to sustainability and climate protection. "We are grateful for the significant financial support that Geis is providing for the reforestation of our municipal forest. We very much appreciate the fact that this is not a one-off project, but a sustainable cooperation with our municipality over the course of several years," says the Mayor of Ejpovice, Jaromír Kalčík.

Above: Tree by tree, a new mixed forest is emerging.

SUSTAINABILITY

GREEN ELECTRICITY FROM THE ROOFTOP

Right: Photovoltaics is a core element of the Geis Group's sustainability strategy.



After Bad Neustadt and Ebersdorf, the Geis Group is working on setting up its next solar power plant: the largest solar panel system to date will be built at the Nuremberg site by the end of 2025—a strong signal for green energy and another step towards climate neutrality. The production of clean electricity on the rooftops

of the company's locations is a central component of Geis' sustainability strategy. The goal is to achieve climate neutrality by 2040. Around 7,000 modules will be installed in Nuremberg on an area of about 30,000 m². The system has an output of 3.1 megawatt-peak. With around three million kilowatt hours of electricity per year, the

solar panels meet the energy requirements of the Geis Campus Nuremberg as well as other locations. The new system increases the total output of all Geis solar power plants to more than 4.5 megawatt-peak. In purely mathematical terms, this could supply more than 1,250 households with four people with electricity for a whole year.

KEEPING
THINGS
MOVING.

YOUR LOGISTICS PARTNER IN **14 COUNTRIES**

Bulgaria
Germany
Croatia
Luxembourg
North Macedonia
Austria
Poland
Romania
Sweden
Switzerland
Slovakia
Czech Republic
Turkey
Hungary

geis-group.com



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