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Global Logistics



# SUSTAINABILITY REPORT GEIS GROUP

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# 2024

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## Together we shape the future – sustainable, innovative, and diverse.

2024 was a year of progress, change, and vision for the Geis Group. Despite economic uncertainties and intense competition, we consistently continued on our growth path and further strengthened our position as a strong, reliable partner. With a revenue of €1.95 billion, targeted acquisitions, and a clear strategic focus on internationalisation, digitalisation, and efficiency, we are well-positioned for the future.

For us, success is more than just economic growth. We understand success as a commitment to our employees, our customers, society, and the environment. Sustainability is not just a trend for us, it is deeply embedded in our corporate DNA. A prime example of our ecological commitment is our first 'green' terminal in Ebersdorf near Coburg. With its hybrid wood construction, green roof, photovoltaic system, and rainwater utilization, we are setting new standards and creating a blueprint for future construction projects.

In Bad Neustadt, we are also making a significant contribution to CO<sub>2</sub> reduction with our new photovoltaic system. With more than 1,800 modules, it generates around 817,000 kilowatt-hours of green electricity annually – enough to power approximately 233 households. This not only meets our own energy needs but also actively supports our e-mobility strategy and our 'MissionZero' vision.

Another step in this direction is the successful testing of the new Mercedes-Benz eActros 600. With a range of up to 500 kilometers and the ability to cover over 1,000 kilometers per day with intermediate charging, it takes us a significant step closer to our goal of a climate-neutral fleet. The enthusiasm of our drivers and the positive test results show that the transformation on the road is not only possible, but also pioneering for the future.

In addition to environmental responsibility, we place great importance on social sustainability. Our #LoveYourWorkplace initiative and the "Female Empowerment" sub-project foster a working environment in which all employees can thrive, regardless of gender, origin, or stage of life. Actively promoting women, enabling flexible working models, and cultivating a culture of appreciation are part of our everyday practice and a reflect of our self-image as a modern employer. Partnerships built on trust and equality are an important part of our understanding of sustainable action. Together with our customers, we utilise climate-friendly fuel HVO100 in combination with an innovative book & claim model. This enables us to significantly reduce CO<sub>2</sub> emissions and allows our customers to transparently include these savings in their own carbon footprint.

None of these successes would have been possible without our nearly 10,000 dedicated employees. Their commitment, innovative spirit, and passion are at the heart of the Geis Group.

Guided by a clear strategy, a bold spirit of innovation, and strong team collaboration, we face the future with confidence. We are ready to take responsibility and embrace the next steps – for our customers, our employees, and a sustainable, livable world.

**Hans-Wolfgang Geis & Jochen Geis**  
Managing partners of the Geis Group

# HIGHLIGHTS 2024



## JANUARY 2024

**Start of continuous operation of electric trucks:** The first of our own electric trucks (eActros 300) will go into continuous operation at the beginning of the year and prove its suitability for everyday use in practice.

## MARCH 2024

**Partnership with Siemens: HVO100 & Book & Claim:** Geis and Siemens launch a pioneering sustainability project: use of climate-friendly HVO100 fuel (hydro-treated vegetable oil) with up to 90% CO<sub>2</sub> reduction, combined with a certified Book & Claim model.

## JULY 2024

**Bad Neustadt PV system successfully commissioned:** New photovoltaic system with 1,843 modules (ultra-light and standard modules) goes online, generating around 817,000 kWh of electricity per year – enough for 233 four-person households. This includes self-sufficiency for the branch, including electric forklifts and planned electric trucks.

## AUGUST 2024

**Innovative technology for your logistics solutions in use at the Geis Group:** The advantages of Locus Robotics' autonomous robotic solutions are manifold: greater efficiency, improved productivity, and optimized processes—all decisive factors that benefit our customers. Our employees and managers were able to experience these technologies firsthand and learn how the use of such solutions can transform work processes at their own locations.

## FEBRUARY 2024

ESA Audit in February 2024.

## JUNE 2024

HVO100 at the Bad Neustadt/Naila/Nürnberg sites and implementation of Book & Claim.

## AUGUST 2024

**Test drive: Mercedes-Benz eActros 600 prototype:** Geis is testing a new generation of electric trucks (eActros 600) with a range of up to 500 km, with the prospect of over 1,000 km per day. A milestone on the road to MissionZero.

## SEPTEMBER 2024

**Opening of the first "green" terminal in Ebersdorf near Coburg:** hybrid wood construction, green roof, large PV system (500,000 kWh per year), rainwater utilization in the truck wash facility – a showcase project for sustainable logistics real estate of the future.

## OCTOBER 2024

**Participation in the European Sustainability Action Days and the Logistics in Motion initiative.** Our colleagues worked hard for the Logistics in Motion initiative and showed outstanding athletic performance in our charity campaign. Using an app specially designed for collecting kilometers, participants diligently collected steps, and the result is impressive: a total of 13,731 kilometers! This impressive distance consists of almost 4,200 kilometers of hiking, around 8,000 kilometers of cycling, about 1,500 kilometers of jogging, and even 65 kilometers of swimming.

## DECEMBER 2024

**Even stronger in western Germany:**  
Geis takes over the Gras Group

Geis Group takes over locations of  
Krüger freight forwarding  
company in Göttingen

## NOVEMBER 2024

**A milestone for the future of logistics:** We tested a teleoperated and autonomously controlled truck: For the first time, a truck controlled by us via teleoperation drove across a specially cordoned-off test site in the "Am Dolzbach" industrial park in Bad Neustadt. The truck set off, controlled from a control center – without a driver at the wheel. It was a remarkable moment when the vehicle moved from the company premises onto the road!



### Geis takes over Krüger locations in Göttingen

At the signing of the contract (from left): Jörg Rotthowe and Klaus Stäblein (Managing Directors of Road Germany at the Geis Group), Hans-Wolfgang Geis (Managing Partner), Andreas Krüger (Managing Partner), and Jochen Geis (Managing Partner).

# GENERAL INFORMATION

The Geis Group, founded in 1945 and headquartered in Bad Neustadt a. d. Saale, is today an international fullservice logistics provider. Geis is present in 14 countries with around 10,000 employees across 190 of its own logistics and network locations, complemented by a strong network of partners and cooperations.

As an owner-managed company, Geis has always stood for reliability, continuity, and a clear value-based orientation. Its comprehensive range of services extends from classic truck transport to global air and sea freight solutions and complex contract logistics projects. Geis develops integrated transport and logistics solutions for its customers that combine the highest quality, maximum efficiency, and certified standards.

A central goal of the Geis Group is steady, healthy growth with sustainable returns. This was also evident in 2024, when Geis further strengthened its market position by acquiring the Gras Group and the Göttingen locations of the Krüger freight forwarding company, while achieving strong growth in all three divisions.

Innovation and digitalisation are at the heart of this: by using state-of-the-art technology and digital processes, Geis meets the increasingly complex requirements of its customers while ensuring a high level of quality and sustainability.

As a family-run company, the Geis Group and all its subsidiaries operate in accordance with a policy of integrity and responsibility at all locations. Geis is mindful of cultural differences in the respective countries, respects the dignity and rights of people, and assumes responsibility towards society and the environment. This is based on ethical and legal principles that are guided by the United Nations Universal Declaration of Human Rights.

Geis is committed to complying with internationally recognised labor and environmental standards and ensures that these values are upheld in all business processes and throughout the entire supply chain. With this approach, the Geis Group successfully combines entrepreneurial growth with social responsibility – thus creating sustainable added value for customers, partners, employees, and society.

## 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.



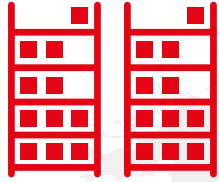
### LOGISTICS SERVICES

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



**1,900,000** sqm  
of logistics and handling area



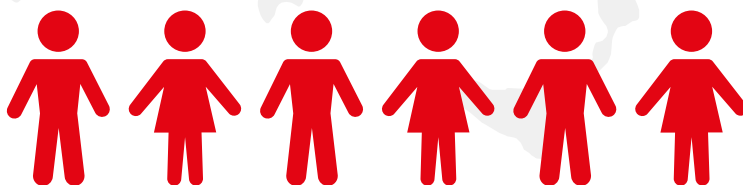
**190**  
sites in Europe



**7.3 Mio. t**  
of transported tonnage



**13.7 Mio.**  
transport orders



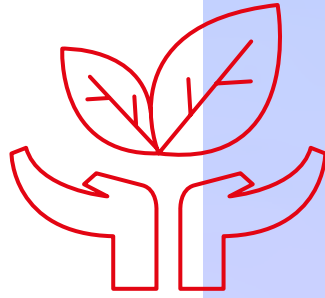
**10,000**  
employees



1

# STRATEGIC ANALYSIS AND ACTION

The Geis Group understands sustainability as a continuous process.



**FOR US, SUSTAINABILITY IS NOT A SHORT-TERM TREND, BUT A LONG-TERM TRANSFORMATION PROCESS.**

The world is undergoing profound change: the climate crisis, geopolitical tensions, resource scarcity, and social changes are creating enormous challenges for companies. For the Geis Group, this means taking responsibility, actively shaping the future, and acting with foresight.

For us, sustainability is not a short-term trend, but a long-term transformation process. We don't want to just react to change, we want to be drivers of a sustainable and resilient economy. People are always at the center of our efforts—as employees, as partners, as part of society.

For the Geis Group, however, sustainable entrepreneurship and profitable growth also go hand in hand. Our goal is to create sustainable added value for customers, employees, and society — while growing profitably and securing our future. With innovative, high-performance logistics solutions, we are doing our part to meet global challenges. This mindset is deeply rooted in the Geis family's DNA and has always shaped our actions. Back in 2005, we established a comprehensive environmental management system and integrated environmental protection as a central goal in our corporate strategy.

Our sustainable values form the foundation of our success: quality, customer satisfaction, environmental awareness, integrity, profitability, and social responsibility are inseparably linked. By continuously making our processes more resource-efficient and increasing energy efficiency, we not only strengthen our competitiveness, but also make an active contribution to improving the quality of life and work in Europe.

#### **OUR GOAL**

For the Geis Group, sustainability is an ongoing journey. We can only be successful in the long term with clear goals, bold decisions, and a strong team while taking on social and environmental responsibility. Our strategy for 2040 is the guideline for this. Together, we are shaping logistics that not only moves, but also connects, protects, and sets new standards.



# OUR STRATEGY UNTIL 2040: FIVE PILLARS FOR A SUSTAINABLE FUTURE

The Geis Group pursues a clearly structured sustainability strategy based on **five central pillars**. These form the framework for all initiatives, projects, and investments and enable us to make progress measurable and transparent.

OUR  
SUSTAINABILITY  
STRATEGY  
IS BASED ON  
**5 PILLARS:**



1

## HARMONISATION OF ECONOMY, SOCIAL AFFAIRS AND ECOLOGY

We view sustainability as an integrative threepillar model: economic success, environmental responsibility, and social commitment are equally important. Our goal is to create long-term value, protect the environment, and offer our employees a fair, safe, and appreciative working environment.

2

## MISSIONZERO: CO<sub>2</sub> REDUCTION AND CLI- MATE NEUTRALITY

With our MissionZero program, we are pursuing the goal of becoming climate neutral (Scope I + II) by 2040. We are reducing emissions by expanding renewable energies, electrifying our fleet, using alternative fuels (e.g., HVO100), and investing in energy-efficient real estate. In this way, we are making a direct contribution to the decarbonization of the logistics industry.

3

## INNOVATION AND DIGITAL TRANSFOR- MATION

We rely on intelligent technologies, automation, and digital solutions to make processes more efficient and conserve resources. To us, innovation means achieving more with fewer resources. Through digitalisation, we increase transparency along the supply chains and create new added value for our customers.

4

## FOCUS ON INTER- NATIONAL CLIMATE TARGETS

Our actions are consistently aligned with the Paris climate targets and the German government's plans for climate neutrality. We aim to help limit global warming below 2 degrees Celsius – seeing this not only as an obligation, but as an opportunity to lead the way.

5

## CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

We also integrate the United Nations' Sustainable Development Goals into our sustainability management, focusing on ten goals that are particularly closely linked to our business activities. By doing so, we actively contribute to the global development goals, strengthen our responsibility in the supply chain, and promote social justice.



2

# MATERIALITY

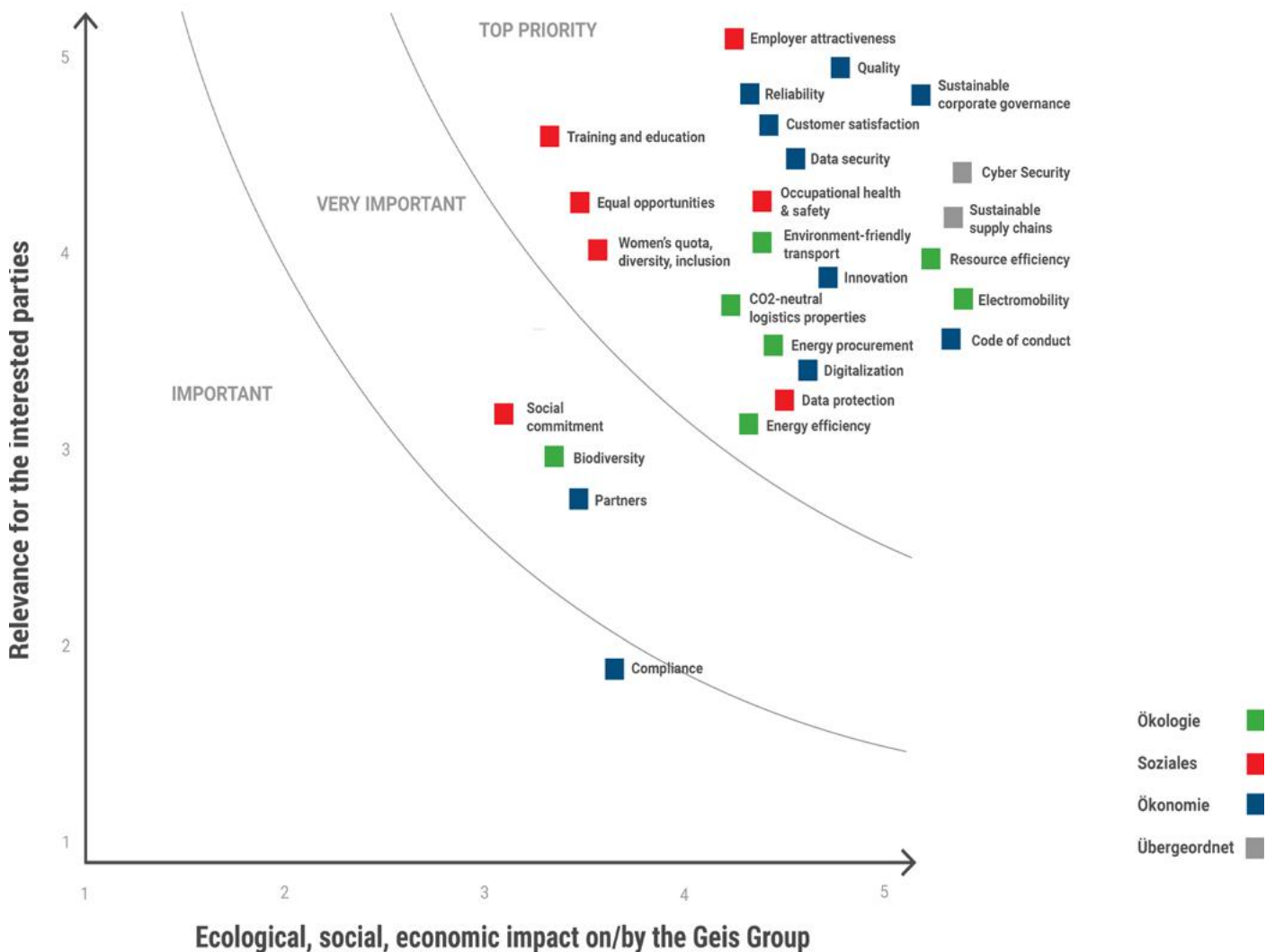
Our strategy until 2040: 5 pillars for a sustainable future.

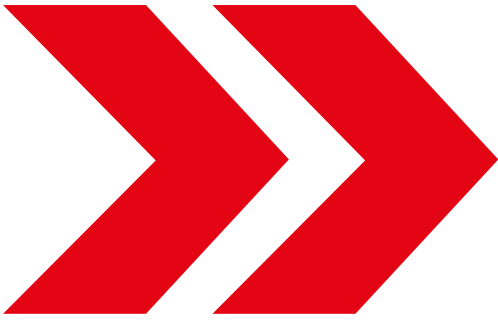
# ESSENTIAL TOPICS FOR THE GEIS GROUP

As an internationally active family business, the Geis Group operates in a dynamic environment characterized by growing demands for sustainability, digitalisation, and social responsibility. In order to remain successful in the long term, it is essential for us to regularly identify and evaluate the sustainability issues that are relevant to us and our stakeholders. Since 2021, the Geis Group has been conducting a materiality analysis to systematically identify the most significant environmental, social, and economic issues. This analysis was last completely revised in 2022 and has since formed the basis for our sustainability strategy and reporting.

In 2023, the Quehenberger Group was integrated into the sustainability strategy. The material topics of both companies were merged and checked for consistency. Due to the similar business models, target markets, and strategic orientations of both companies, no further material topics were identified, the results of the analysis will continue to apply in 2024.

A renewed or expanded implementation of the analysis commonly referred to as double materiality analysis (materiality analysis according to CSRD requirements) had not yet taken place in 2024. This is due to our intensive preparations for the upcoming mandatory implementation of the Corporate Sustainability Reporting Directive (CSRD) from 2025 onwards. A comprehensive revision of the materiality analysis is planned for 2024/2025. Preparations, such as workshops and training courses on CSRD, EU taxonomy, and ESG risk analysis, have already been initiated.





## IMPACT ON BUSINESS ACTIVITIES (OUTSIDE-IN)

Changes in the legal framework, growing customer demands for sustainable logistics solutions, an increasing focus on transparency and human rights, and technological developments (e.g. digitalisation, automation) have a direct impact on our business activities. Topics such as climate protection, sustainable procurement, social responsibility and compliance with international standards are becoming increasingly important.

These external factors challenge us to continuously adapt our processes while at the same time opening up new opportunities for innovative, sustainable business models.



## IMPACT OF BUSINESS ACTIVITIES (INSIDE-OUT)

The Geis Group influences a wide range of environmental and social aspects through its logistics and transport services. The most significant and environmental impact comes from transport-related emissions (CO<sub>2</sub> and noise), particularly from our own vehicle fleet. We are countering this with targeted measures: investing in alternative drive systems, introducing low-emission vehicles, fuel-efficient driver training, the use of renewable energies and continuously improving energy efficiency at our sites.

As a major employer in Europe, we make an important contribution to economic stability and promote social engagement in the respective regions.

# OPPORTUNITIES AND RISKS

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

- Differentiation as a sustainable logistics partner
- Expanding into new market potential through carbon-neutral services
- Strengthening the employer brand by focusing on employee retention, diversity and health
- Promoting regional value creation and social acceptance
- Utilising technological innovations for more efficient and environmentally friendly processes

## RISKS

- High investment costs for alternative drive systems and energy efficiency projects
- Increasing regulatory and administrative requirements (e.g. CSRD, Supply Chain Due Diligence Act)
- Fluctuating energy and raw material prices
- Challenges posed by skills shortages and demographic change
- Risks due to geopolitical conflicts, supply chain disruptions and volatile markets
- Increasing risk of cyber-security attacks and digital attacks on operational systems



## OUTLOOK

In 2025, the Geis Group will comprehensively revise its double materiality analysis and adapt it to the requirements of the CSRD. This will involve a systematic and structured assessment of both the impact of our business activities on the environment and society (inside-out) and the impact of external factors on our company (outside-in).

The aim is to set even more precise priorities in the future, sharpen strategic management and further increase transparency towards stakeholders. In this way, we are strengthening our commitment to sustainable business practices as an integral part of our success.



3

## OBJECTIVES

With these goals, the Geis Group reaffirms its commitment to a holistic approach to sustainable business practices: ecological, social, and economic.

With our **MissionZero programme** and our holistic sustainability strategy, theGeis Group is pursuing ambitious goals for 2025 that encompass all dimensions—**ecology, social issues, and economics**. This underscores our commitment to balancing ecological responsibility, social fairness, and economic stability.

# ECOLOGICAL GOALS

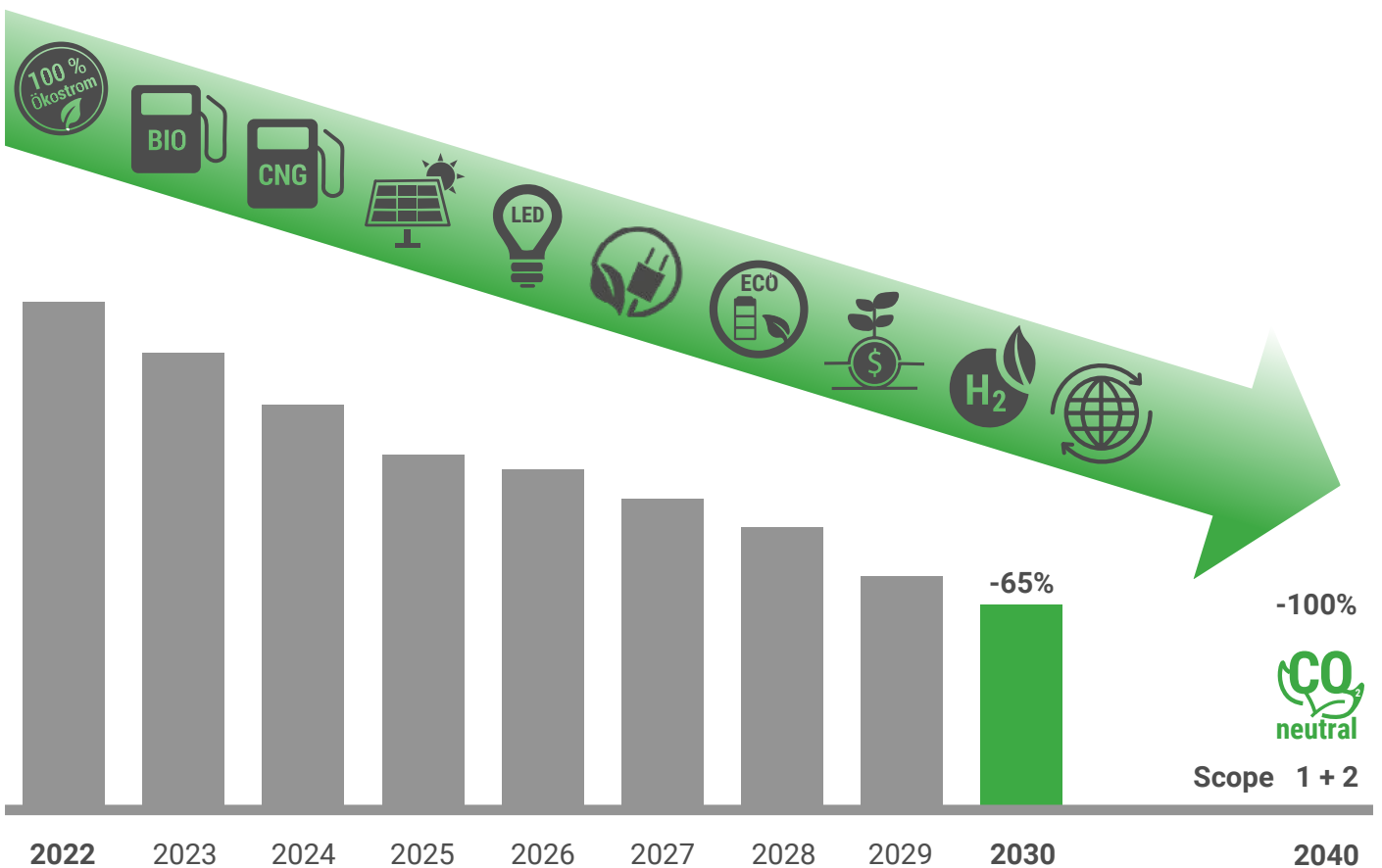
In the area of ecology, the reduction of our CO<sub>2</sub> footprint remains a key focus. For 2025, we have set ourselves the goal of reducing our CO<sub>2</sub>e emissions (Scope 1 and 2) by a further 5% compared with the previous year. An important lever is the increase in our own renewable energy production: by commissioning an additional photovoltaic system, we want to further expand our share of self-generated green electricity. In addition, we are implementing at least five energy efficiency projects and reducing our consumption of electricity and heating technologies by 5%.

The promotion of e-mobility will be driven forward by the installation of **50 new charging points** and the use of **at least 20 electric trucks and buses**.

In addition, we will continue to invest in alternative fuels: by 2025, we aim to purchase and market **6 million liters of HVO (hydrotreated vegetable oil)**. Further ecological measures include the implementation of the Energy Efficiency Directive, the measurement of all Scope 3 emissions (CSRD-compliant), and the introduction of a central driver trainer.

The goal is to reduce the average consumption of the fleet to below **27.5 liters per 100 kilometers**.

In the medium term, by 2026, a uniform CO<sub>2</sub> calculation methodology is to be implemented and quality criteria for sustainable orders defined.



# SOCIAL GOALS

Social responsibility is a central component of our corporate culture. Under the guiding principle **#LoveYourWorkPlace**, we want to create **ten new social rooms** by 2025 that will improve the quality of life for our employees.

In addition, we will implement a standardized employee survey to collect feedback in a more targeted way and integrate it into our ongoing development processes. The new corporate mission statement is to be communicated and implemented in all national subsidiaries in the coming year.

In the long term, our goals for 2030 are to increase the proportion of women in management positions, develop a group-wide work and health management system, and implement a comprehensive, group-wide employee survey.

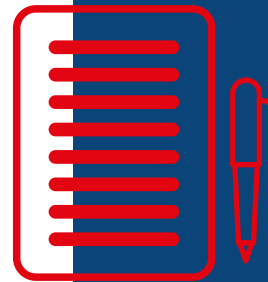




# ECONOMIC GOALS

In 2025, the Geis Group will continue to combine economic success with ethical standards and high quality. We want to establish the new **Code of Conduct** for all employees and suppliers and complete

compliance training for all managers. At the same time, the migration to **Microsoft 365** will be completed and group-wide certification according to **ISO 27001:2022** will be finalised.



## QUALITY TARGETS FOR ROAD SERVICES

In the Road Services business division, we are pursuing the goal of reaching the **top 15 in the IDS quality ranking**, replacing the Cadis local transport software, and reducing workplace accidents by **10%**.

## QUALITY TARGETS FOR LOGISTICS SERVICES

In the Contract Logistics division, we want to maintain our **TOP professional status** or achieve the respective target maturity levels at all locations. In addition, the average TOP maturity level of the logistics locations is planned to increase by at least 1%. At the same time, we are aiming to **reduce the 100-man rate for workplace accidents by 5% and lower the sickness rate by 2%**.

## QUALITY TARGETS FOR AIR + SEA SERVICES

For the Air + Sea Services business division, we plan to **increase business volume by 5%** compared to 2024 and **reduce the absenteeism rate by 10%**.

# OUR COMMITMENT

With these goals, the Geis Group is reaffirming its commitment to a holistic approach to sustainable business practices: ecological, social, and economic. All measures contribute directly to our overarching goal of becoming climate neutral by 2040, retaining our employees in the long term, and at the same time ensuring the highest quality standards for our customers.

# THE MATERIALITY ANALYSIS RESULTED IN 10 FOCUS TOPICS

The focus topics include the Sustainable Development Goals (SDGs) supported by the Geis Group as follows:

1-3

## ECOLOGY:

Environmentally friendly transport, CO<sub>2</sub>-neutral logistics properties, resource efficiency



4-6

## SOCIAL:

Talent recruitment + retention, Occupational health and safety, diversity + equal opportunities



7-10

## ECONOMY:

Innovation + digitalisation, Quality + reliability, suppliers + compliance, Sustainable management





4

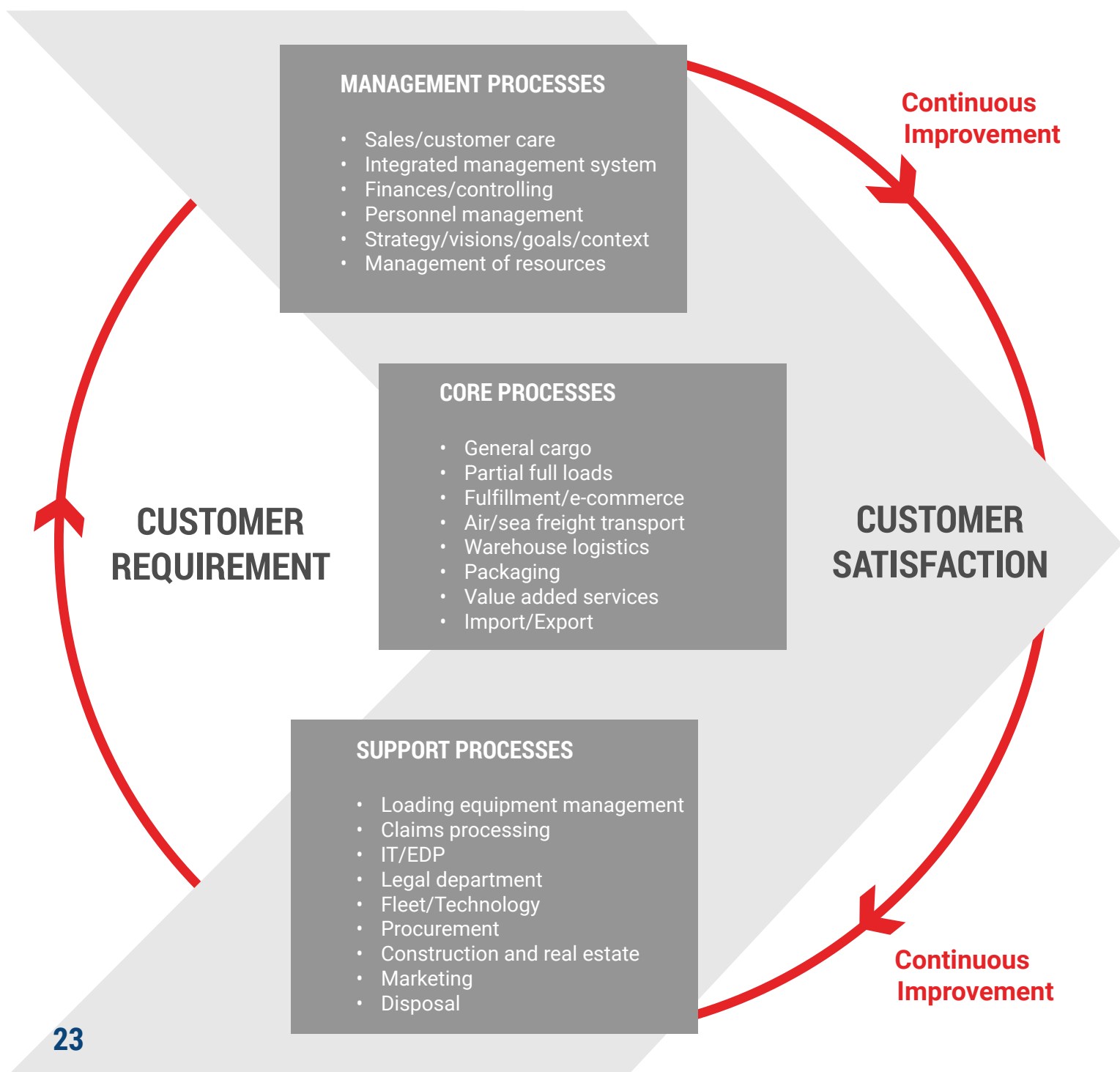
## DEPTH OF THE VALUE CHAIN

The Geis Group is a full-service logistics provider and has no classic industrial production in its service portfolio.

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 manufacture export packaging or packaging for hazardous goods. The Geis Group's processes are designed to deliver services that result in maximum customer satisfaction. While the processes in the Road Services 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: small and medium-sized enterprises as well as corporations and DAX-listed companies from all sectors are among the active customer base of the Geis Group.

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 following diagram defines the Geis Group's process landscape:

## DEFINITION OF THE PROCESS LANDSCAPE:



## PROCUREMENT AND EVALUATION CRITERIA

For the Geis Group's central purchasing department, cooperative partnerships with all suppliers are an essential part of the company's strategy. Discussions are held with suppliers as part of the regular supplier evaluation process. Important aspects here include compliance with current occupational health and safety, environmental and social standards on the part of suppliers. According to the guidelines for the selection and evaluation of suppliers, important evaluation criteria are:

- The environmental compatibility of the materials used,
- Compliance with the Code of Conduct, the Minimum Wage Act and the General Data Protection Regulation,
- General certifications (e.g. DIN EN ISO 14001; DIN EN ISO 50001; waste management company, etc.),
- Quality of customer support or sustainable maintenance service.



## PRODUCTS/SERVICES IN THE VALUE CHAIN

Wood is an important raw material in packaging companies. The use of natural resources is specified in criterion 11.

## PROBLEMS/MEASURES IN THE THREE DIMENSIONS OF SUSTAINABILITY

The Geis Group's largest CO<sub>2</sub>e emitter is the Road Services business unit. Electric trucks are gradually reaching market maturity, and from 2025 onwards, vehicles with ranges that are economically viable for operational business are expected to become available. Fuel cell trucks are not yet ready for series production and can currently only be used for testing purposes. In addition, hydrogen remains expensive, and green hydrogen is available only in very limited quantities. Nevertheless, the central fleet management team is continuously working to reduce fuel consumption and associated emissions. Through a modern vehicle fleet, the use of telematics, and the deployment of driver trainers, optimal utilisation is achieved even with combustion engine technology. Furthermore, the process teams are constantly focused on optimizing routes and vehicle utilisation

The Geis Group counteracts the shortage of drivers by offering attractive jobs. Fair treatment and respect for the performance of others are therefore a matter of course. After all, genuine team spirit and partnership can only be achieved when everyone pulls together. 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, exchanges in industry associations, membership in environmental initiatives, etc.).



5

## RESPONSIBILITY

The implementation of systematic sustainability management at all levels of the company within the Geis Group is driven by the shareholders.

# TAKING RESPONSIBILITY - ACTING SUSTAINABLY

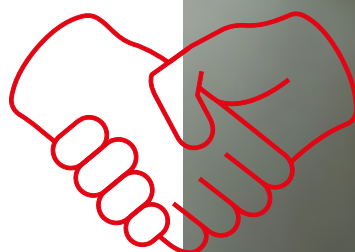
The implementation of systematic sustainability management at all levels of the company within the Geis Group is driven by the shareholders. A separate staff department under the responsibility of the Head of Sustainability is committed to driving forward the further development of sustainability with 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 hierarchical structures. The sustainability team reports regularly to the owners.

In every business unit and department, attention is drawn to the importance of sustainability in a topdown approach. Ultimate responsibility lies with the managers, who not only inform employees about sustainability and the sustainable development of the company, but also promote measures for continuous improvement.

The focus is on the sustainable development of processes and services in order to identify potential for improvement and implement appropriate measures.

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

Once a year, a crossdivisional 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

Sustainability is firmly anchored in all areas of the Geis Group.

Sustainability is firmly anchored in all areas of the Geis Group. The handbook outlines the sustainability strategy and corporate policy to provide all managers and employees with guidelines for action. Central departments such as Human Resources, Occupational Safety and Central Quality Management have set out the key corporate requirements in central procedural instructions 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 of the procedural instructions and process descriptions is regularly reviewed as part of internal audits.

# QUALITY



Geis takes gold and bronze in the IDS Logistics Quality Ranking. The Kürnach branch once again secured the gold medal, while the Bad Neustadt branch took third place.

The outstanding quality of the Geis Group is also reflected in CEE. Geis SK and Geis CZ have been awarded the 'AAA Platinum Excellence Certificate' by Dun & Bradstreet, which is the highest possible award for business excellence.





# CONTROL

The collection of performance indicators is an essential tool for managing and monitoring sustainability targets within the Geis Group.

The Geis Group has comprehensive ESG reporting software. This has enabled the optimisation of data collection, analysis and reporting processes. Currently, mainly environmental indicators are mapped here. In the future, all ESG data across the entire group is to be consolidated in order to achieve the best possible data transparency for CSR-D reporting. Following the majority takeover of Quehenberger in 2023, work has already begun on successively integrating the company into the reporting software. This was continued in 2024 and will be implemented for the new companies Gras and Krüger in 2025 in addition to Quehenberger.

The collection of performance indicators is an essential tool for managing and monitoring sustainability targets within 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 sites and branches, for example:

- Electricity consumption (kWh/m<sup>2</sup>)
- Heat consumption (kWh/m<sup>2</sup>)
- Fuel consumption of trucks and cars (l/100 km)
- Total energy consumption
- 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 annual internal audits carried out by the QM teams. Furthermore, the Geis Group is certified according to ISO 9001, 14001 and ISO 45001 and is regularly audited by third parties (customer and certification audits).

The sites and branches regularly conduct regular communications as part of the integrated management system, in which 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. After implementation, an effectiveness assessment is carried out. In addition, all key figures are subject to central controlling.



The organization's standards and codes of conduct are stored in the Declaration of Compliance with the Code of Conduct in the download section of the company's website.



The Salesforce logo, consisting of the word "salesforce" in a white, lowercase, sans-serif font, is centered within a blue, cloud-like shape. The background of the entire page features a blurred image of a forest with green trees and a blue sky.

# WE ARE

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SUSTAINABLE

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RESPECTFUL

---

RELIABLE

---

COMMITTED

---

FLEXIBLE

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OPEN



8

# INCENTIVE SYSTEMS

There are various compensation, incentive, and benefit systems within the Geis Group.



# INCENTIVE SYSTEMS WITHIN THE GEIS GROUP

There are a variety of remuneration, incentive and benefit systems within the Geis Group. The financial, monetary and direct remuneration are intended 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 result-related factors play a role in performance incentives and target agreements. In addition, a wide range of sustainability factors are also anchored in the criteria. The intangible benefits and services offered by the Geis Group are aimed at supporting the sustainable development and care of Geis employees and to increase 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. Special attention is paid to direct fuel savings in land transport. 'Environmentally

friendly and fuelefficient driving' is therefore 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 within the company and is aimed in particular at the sustainable saving of all required resources. Specifically, this also involves projects for energy saving or the more effective use of raw materials. 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 components of the target agreements of the logistics managers.

One of the key sustainability criteria is also qualified vocational training, depending on the education system in the respective countries. In this respect, trainees with very good examination results in the final examinati-

ons 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**

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.

### **SHOPPING CARD**

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

### **EMPLOYEE DISCOUNTS**

All employees benefit from reduced purchase prices from numerous wellknown manufacturers (e.g. corporate benefits) as part of discount programmes.

### **GRADUATED CHRISTMAS BONUS**

As a voluntary benefit, Geis pays Christmas bonuses or comparable gratuities to its employees.

### **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.

### **REFERRAL BONUSES**

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.

### **HEALTH PROTECTION**

As a service company, our employees are our greatest asset. Only when our employees are doing well can the company do well. This philosophy led to the creation of the recreation and health programme "QActive – achieve more together, stay healthy, have fun". The aim of the programme is to strengthen employees' mental and physical fitness as well as their sense of togetherness.

## **GERMANY**

### **COMPANY BIKE LEASING**

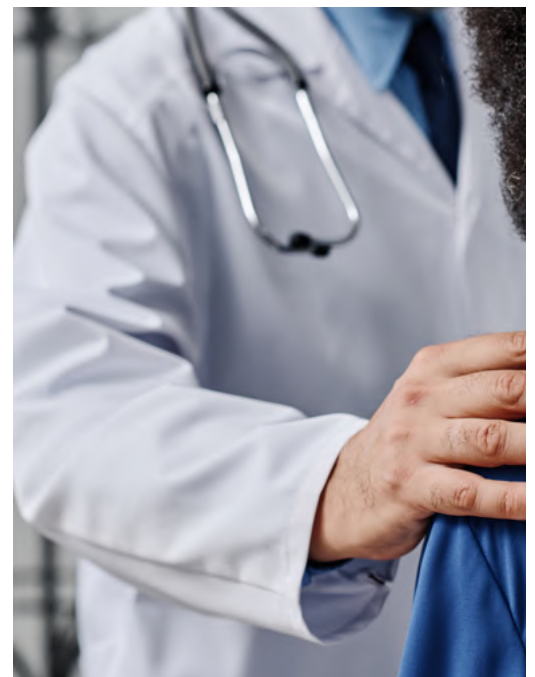
All eligible employees have the opportunity to lease a 'job bike' at attractive conditions with tax benefits as part of the company bike leasing scheme. Additional services can also be booked. Selection and ordering can be carried out easily via an online portal without the need for paper processes. A company bike has been proven to reduce car journeys and to promote the health of those who cycle to work. The terms and attractiveness of the leasing offer increase loyalty to the company.

### **FREE VACCINATIONS**

Annual free flu vaccinations by the company doctor have been part of the company's preventive healthcare programme for many 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 backfriendly lifting and carrying.



# 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.

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

# 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 includes a wide range of events for employees. These range from free participation in sporting events, afterwork sports sessions and organised mountain hikes to tips and information on healthy eating.

## INSURANCE

Employees can choose to take out discounted supplementary health insurance that is tailored to their individual needs and preferences.

## NUTRITION

Quehenberger supports employees by subsidising communal catering orders, giving them the option to order balanced and freshly prepared meals.

## COMPANY BIKE LEASING

Similar to the model at Geis Germany, Quehenberger introduced a company bike leasing scheme in 2024.

**Quehenberger**  
logistics ■ ■ ■ ■ ■ ■ ■ ■ ■ ■





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# STAKEHOLDER ENGAGEMENT

The Geis Group aims to be a reliable partner for all external and internal stakeholders and to establish long-term cooperation.

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 stakeholders are divided as follows:

## INTERNAL STAKEHOLDERS

Employees and their families

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Members of the Works Council

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Internal customers

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Shareholders/ Management

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## EXTERNAL STAKEHOLDERS

Customers (existing and new customers)

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Applicants

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Suppliers and service providers

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Legislators / Authorities

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Neighbours / residents / society

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Municipality / community / city / state

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Interest groups and non-governmental organisations

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Politics

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Landlords / tenants and properties

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Competitors/ contenders

---

Cooperation partners

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Transport companies / freight forwards / airlines/ carriers / shipping companies / agents / customs agents

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Insurers

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Energy suppliers, network operators

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Financial institutions

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Company doctors

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Certifiers

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Media and press

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The Geis Group aims to be a reliable partner for all external and internal stakeholders and to establish longterm 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.

- Internal news reports via notice boards and email
- Discussions with employees
- Job interviews
- Regular meetings with customers
- Visits to customers
- Events with customers
- Customer satisfaction surveys
- Company magazine / customer magazine
- Homepage
- Social media channels
- Intranet for the provision of information
- Cooperation with associations
- Cooperation partnerships in several logistics networks
- Regular exchanges and visits to authorities (e.g. customs, Federal Aviation Authority, Trade Supervisory Office, professional associations, government)
- Cooperation with media representatives
- Exhibition stands at relevant industry trade fairs

Through dialogue and communication with the above-mentioned stakeholders, a wide range of concerns are brought to the attention of the Geis Group. 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 senior management. The concerns of the stakeholders are recorded centrally by the 'Sustainability' department and incorporated into the Geis Group's sustainability process. The measures taken and the resulting targets are documented in the sustainability report and made available to the stakeholders.

In 2024, the business situation and consumer sentiment showed a stagnating to declining trend. Volumes have 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, a shortage of drivers and high toll costs continue to exacerbate 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 CO<sub>2</sub> emissions of shipments and the performance of sustainability assessments has increased significantly.

## **CUSTOMERS**

- Praise/criticism for service performance
- Requests for changes
- Generation of additional business
- Joint logistics projects
- Alternative drives, CO<sub>2</sub>-neutral products, reduction of carbon footprint

## **EMPLOYEES**

- Process improvements / proposal scheme / PDCA
- Adjustment of work ergonomics
- Adjustment of working hours / location due to personal circumstances
- Conducting an employee satisfaction survey
- Conducting supervisor evaluations

## **AUTHORITIES**

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



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# **INNOVATION AND PRODUCT MANAGEMENT**

The Geis Group develops innovative transport and logistics solutions with a consistently 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 business divisions of Road Services, Air + Sea Services and Logistics Services. For this reason, there is no classic product life cycle in the company on which an innovation process is based.

### PRODUCT MANAGEMENT

The packaging companies Georg Lechner GmbH and Geis Industrie-Service GmbH are exceptions within the group. Both 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 restrictions in terms of weight or size.

The product packaging requires the procurement of wood as a packaging material, which has a direct impact on the environment. The company sources wood from certified dealers (FSC, PEFC). As far as possible, regional dealers are used for the sawn timber and European suppliers for the woodbased 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 amount of waste

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

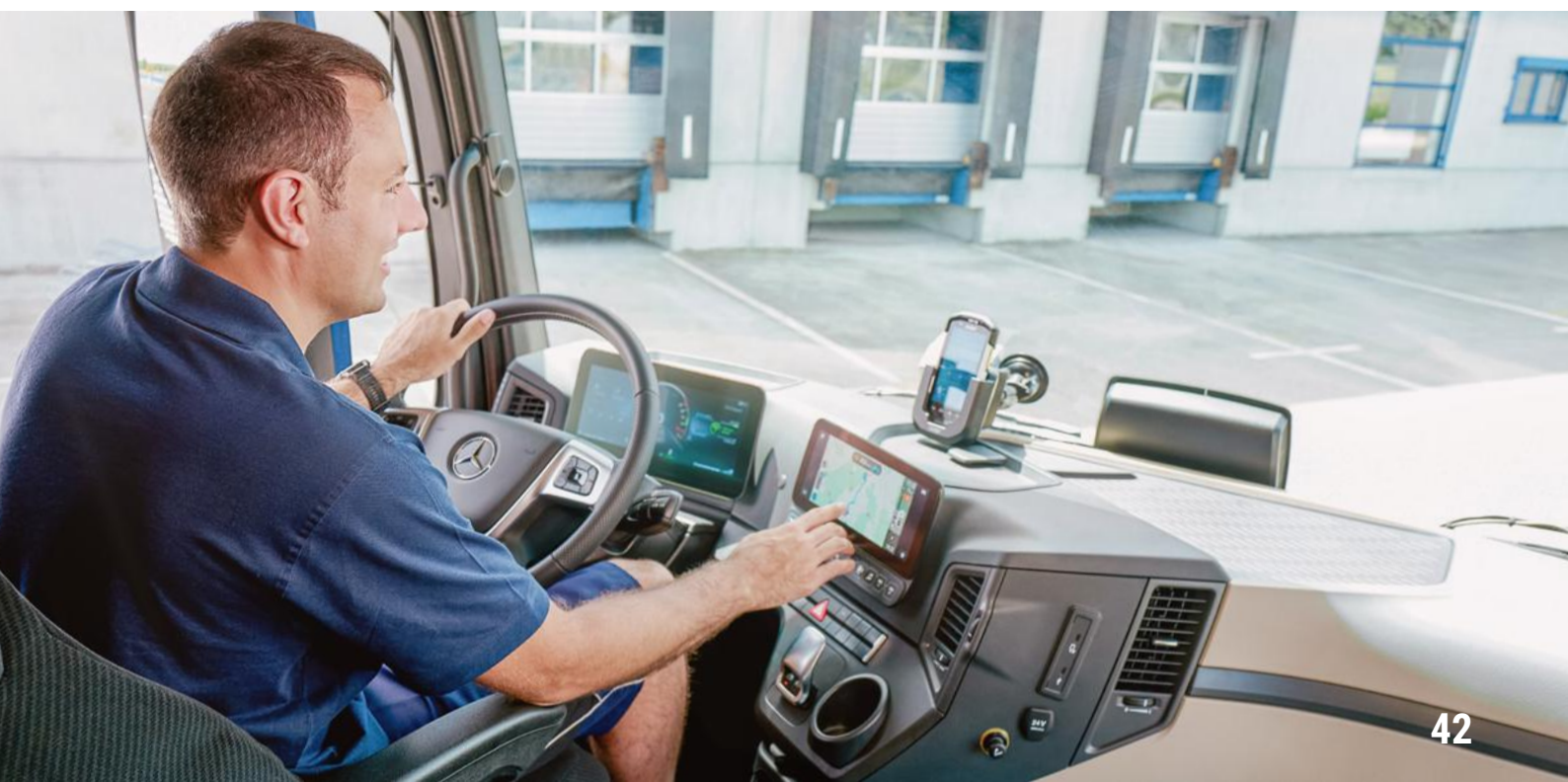
### INNOVATION MANAGEMENT

The Geis Group has implemented a centralised 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. Regular cross-divisional and cross-country exchanges take place in order to optimise processes in a sustainable manner.

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 also collaborations with startups and universities, as well as workshops and working groups on industry or freight forwarding associations. 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 to improve transport transparency and automatic scheduling. The quality of route planning, process duration and workplace attractiveness are to be improved through 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 DIVISION:

- 1** **Real-Time-Visibility:** Testing of two realtime visibility (RTV) systems that can increase realtime transparency for dispatch and customers via the on-board units of the company's own and thirdparty trucks. The information available in real time as a result 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** **Testing of two route optimisation software programs:** Modern route optimisation software is to be used to support the scheduling of trucks in local transport (pickup/ delivery). The aim is to test whether the software tools can lead to higher utilisation and fewer kilometres travelled. Another goal is to achieve consistently high quality in dispatching through additional software-supported processes.
- 4** **Web service infrastructure:** Development of a web service infrastructure for a modern interface architecture for data exchange. In the first phase, shipment and status information will be 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 locations. This means that requirements can be implemented quickly and in direct coordination with the specialist departments. This will further drive forward digitalisation.
- 6** **Renewal of the scheduling programme:** Renewal of the scheduling programme in the 'Geis Direkt' product area to enable even greater transparency and integrated processes for scheduling.
- 7** **Digital payment option:** Introduction of a digital payment option for cash-on-delivery shipments via the professional driver's smartphone..
- 8** **E-truck:** At the Gochsheim site, an e-truck was tested in shuttle operations to evaluate its practical suitability. The electric truck completed several daily trips between the Geis logistics centre in Gochsheim and a customer's production plant in Schweinfurt, transporting production parts over a distance of around 60 to 70 kilometres per day. The project provided valuable insights into the feasibility and economic efficiency of electrically powered transport solutions.
- 9** **Yard management system:** The roll-out of a new yard management system was completed at four depots. The complete transparency of yard transport helps to reduce unnecessary movements and increase the quality of the loading process.
- 10** **Computer hardware:** In September and November 2023, we renewed the computer hardware for our key infrastructure backbones, including IBM Power10, ESX and backup capacities (HPE). The ever-increasing amount of data generated in our processes requires more storage space and faster computing power. While capacity upgrades are part of our routine operations, replacing core infrastructure hardware remains a challenge. 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 DEVISION:

**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.

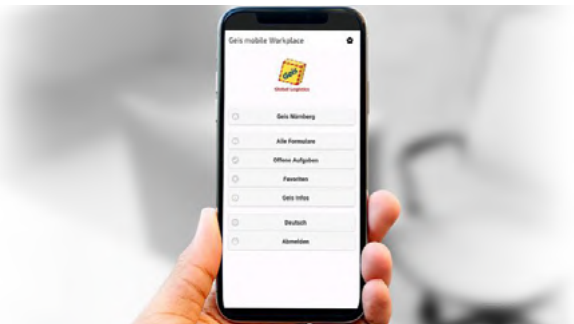
**5 Transport Real Time Visibility:** A proof of concept for realtime visibility was launched in spring 2023. Realtime visibility creates complete transparency when tracking transports using the GPS positions of trucks and trailers.

**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 crosschecks and responses in the event of differences.

**8 Automatic 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 sub-optimal. Followup projects were carried out to improve data quality before route optimisation is tested again. The aim was to introduce a tour optimisation tool in 2024.

**9 Low Code:** Rollout of the new lowcode 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 webbased 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, pickbyvoice, pick bylight, 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.



## INNOVATION PROJECTS IMPLEMENTED IN THE LOGISTICS SERVICES DIVISION

**1 Geis Training and Demo Centre in 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, cutoff time, etc.

**3 Pilot deployments 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 tested several PbV providers, including the equipment, and selected the most effective solution for implementing contract logistics projects in the Czech Republic. The development and implementation 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-dryers:** Following a successful pilot test with various cleaning robots, the Geis Group has put a rideon scrubberdryer 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 backofhand 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.

## INNOVATION PROJECTS IMPLEMENTED IN THE AIR + SEA SERVICES DIVISION:

- 1** **Transport management system:** Introduction of a standardised Europe-wide transport management system (Poland, Czech Republic & Luxembourg).
- 2** **Web-Cargo:** Introduction of the WebCargo IT platform for managing air freight rates and coordinating remaining capacities on the air freight market.
- 3** **ETW:** Implementation of the “EcoTransIT World” software to calculate the CO<sub>2</sub>e 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 eforwarding 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.

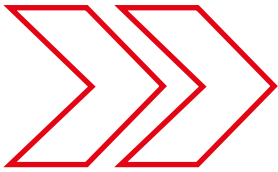




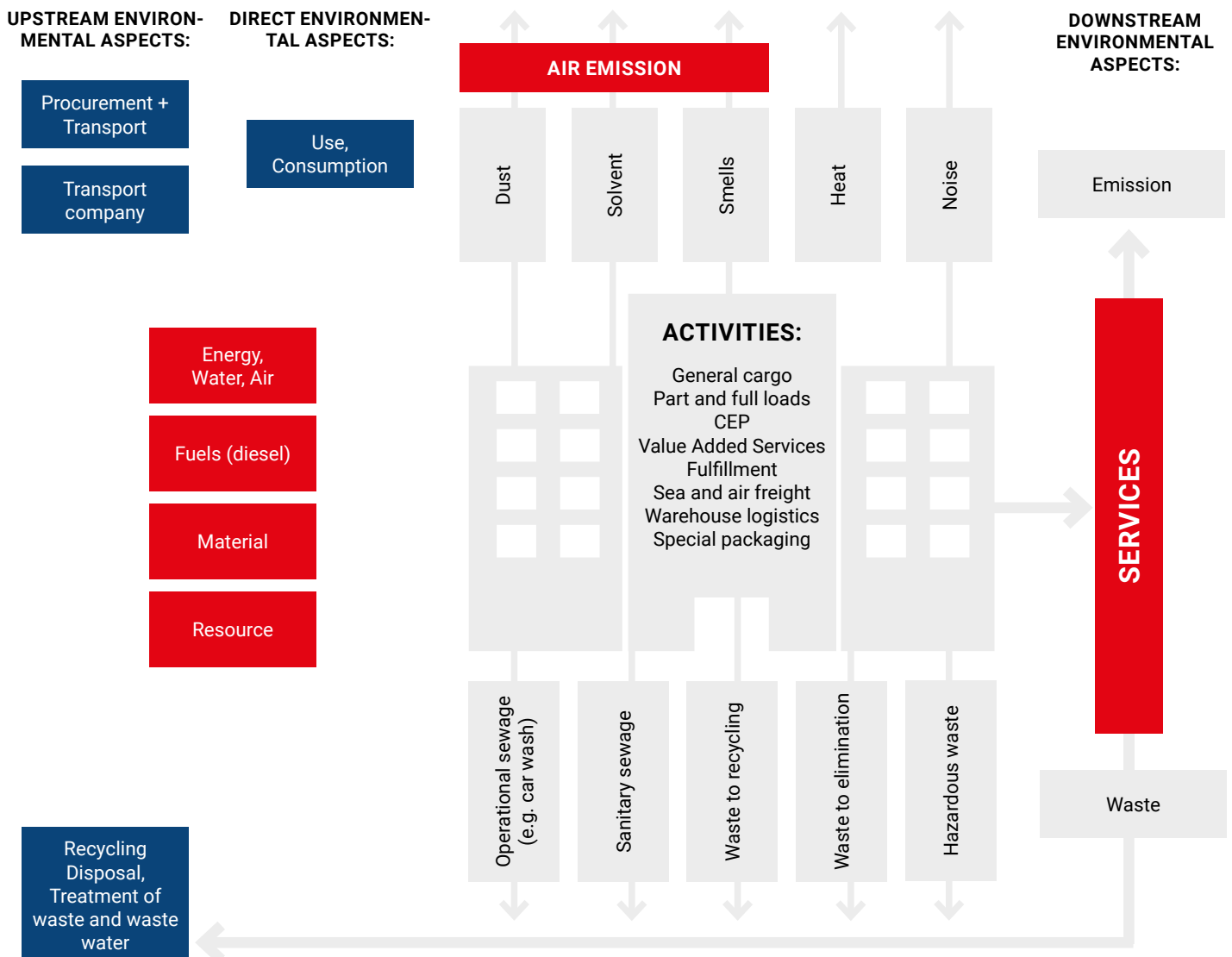
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# USAGE OF NATURAL RESOURCES

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 KEY RESOURCES OF THE GEIS GROUP IN 2024 ARE:

RESOURCE	Total
Electricity [kWh]	32,405,326.90
Gas [kWh]	22,368,331.17
Diesel [kWh]	105,571,794.38
HVO [kWh]	13,726,193.15
District heating [kWh]	2,101,921.74
Forklift gas [kWh]	3,467,242.10
Heating oil [kWh]	1,677,827.15
Liquid gas [kWh]	866,270.47
AdBlue [l]	1,060,026.00
Water [m <sup>3</sup> ]	54,262.88
Gasoline [kWh]	803,133.44
Refrigerant R410a [kg]	18.41
Wood-based materials [m <sup>2</sup> ]	57,210
Solid sawn timber [m <sup>3</sup> ]	5,176

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, Central Eastern Europe took part in the European Sustainability Days. In the days that followed, almost 250 employees across Europe collected and disposed of over 31,120 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.

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).



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# RESOURCE MANAGEMENT

The Geis Group is gradually expanding electric mobility in heavy goods transport. Initial projects show that emission-free transport is possible.

# 01 FLEET OF VEHICLES



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 Geis Group is gradually expanding electric mobility in heavy goods transport. Initial projects show that emission-free transport is possible. At the same time, implementation is proving difficult: the slow expansion of the grid is hampering the development of a comprehensive charging infrastructure, the high investment costs for vehicles and charging points represent an additional hurdle, and the limited range and long charging times are not yet fully compatible with the requirements of long-distance transport. Nevertheless, Geis sees e-mobility as a central component of its sustainability strategy and is actively working to overcome these challenges.

The topic of electro-mobility is also being further expanded in the passenger car fleet. The Geis Group continues to expand a charging infrastructure for electric vehicles and e-bikes. By the end of 2025, over 80 new charging points for passenger cars are to be in operation within the Group. The company car policy has made access to battery-powered electric vehicles more attractive for those entitled to a company car, and this has been used intensively since the beginning of the year. This development has increased in particular due to the expansion of charging infrastructure at branches and locations.

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.



The better the utilisation of the vehicles, the better the CO<sub>2</sub> balance for each individual shipment. To make transport efficient, 46 long trailers are now in use. The mega-trailers offer ecological advantages, particularly in the automotive business, thanks to their larger loading space, such as optimised fuel consumption and thus reduced CO<sub>2e</sub> emissions. The regular renewal of the fleet means that the company is always at the cutting edge of technology.

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**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

# 02 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, additional properties were converted to LED technology in 2024. An important aspect here is the use of intelligent lighting systems, which are much more efficient than conventional systems.

Existing properties are 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 industrial trucks will 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 will be established in Slovakia and Poland in the following years.





New photovoltaic systems on our roofs in Nuremberg

# 03 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:

- 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 [m <sup>3</sup> ]	5,176
Wood-based materials [m <sup>2</sup> ]	57,210

Non-renewable materials used:

**not applicable**



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# CLIMATE-RELEVANT EMISSIONS

The Geis Group will become climate neutral by 2040. To achieve this climate goal, numerous measures are necessary for 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 2021. The relative CO<sub>2</sub> 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 was 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 countryspecific 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).

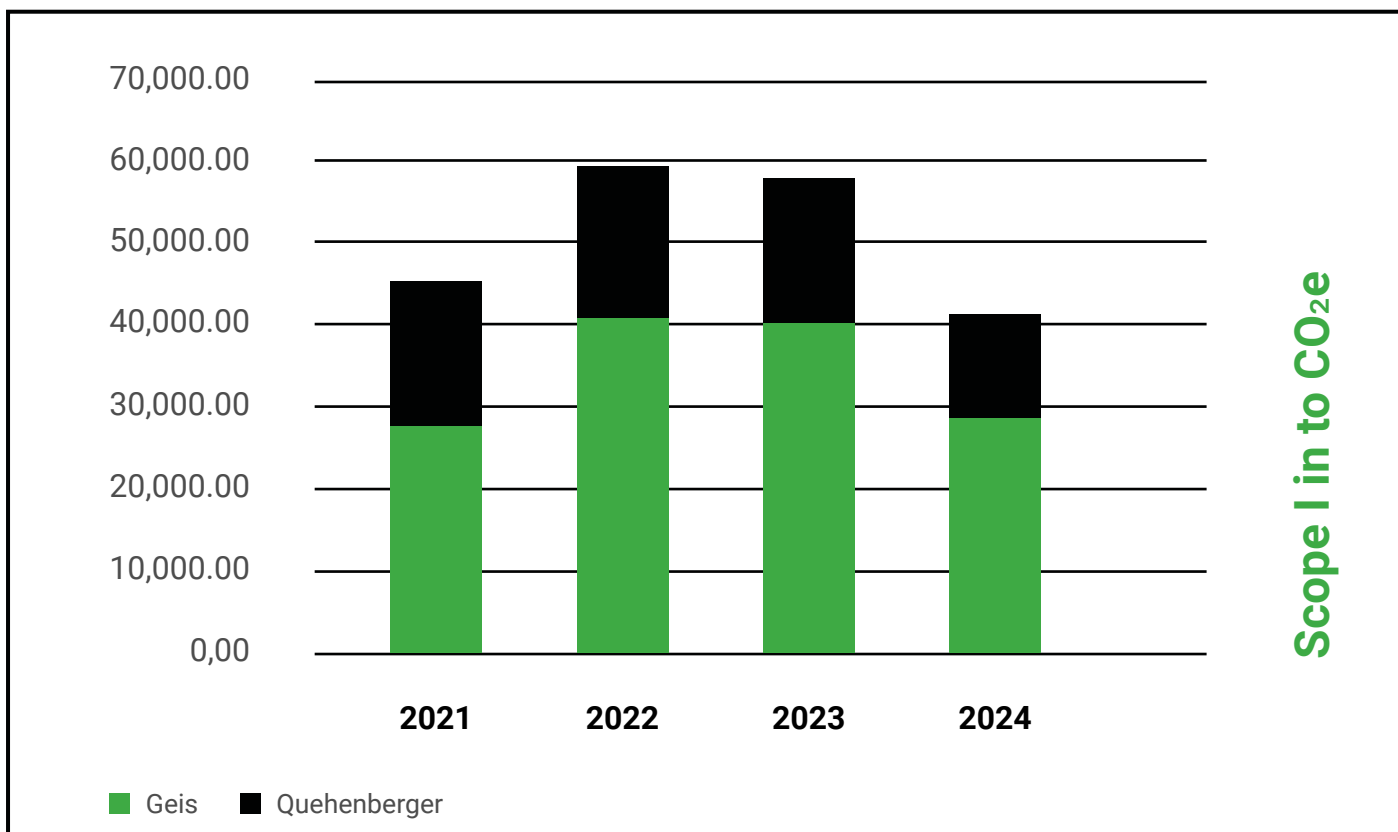
**➤ CALCULATION EXAMPLE:**

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
<b>100,000 l</b>	<b>X</b>	<b>3.14 kg CO<sub>2</sub>e/l</b>	<b>=</b>	<b>314.0 t CO<sub>2</sub>e</b>



# SCOPE-I-EMISSIONS

As part of our climate strategy, the Group's emissions development for the years 2021 (baseline) to 2024 was systematically recorded and evaluated. For better comparability, the emissions of Quehenberger, which has been part of the Group since 2023, were retroactively integrated into the baseline for previous years.



The gross volume of Scope I emissions of the Geis Group in 2023 was 58,000 tonnes CO<sub>2</sub> equivalents. In 2024, these were reduced by around 27% to 42,000 tonnes. This decline results from the consistent implementation of our decarbonisation strategy, in particular through:

- **Use of alternative fuels** (especially HVO) in the truck fleet
- **Electrification** of vehicles and equipment
- **Own electricity generation from photovoltaic systems**, in particular at logistics locations

The integration of Quehenberger into the accounting system increases transparency and enables a realistic assessment of our progress. The significant reduction in 2024 shows that the measures are effective and that Geis is well on track to achieve its climate targets.

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 for the Geis Group in 2024 amounted to 7,870 tonnes. Compared to the previous year, efficiency measures resulted in a reduction of almost 400 tonnes. This was achieved in particular through energy efficiency measures for electrical assets.

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 <sub>2</sub> e
Electricity	7,424
District heating	446
<b>Total</b>	<b>7,870</b>

# SCOPE-III-EMISSIONS

In the 2024 reporting year, CO<sub>2</sub>e emissions in Scope 3 for the waste and water categories rose slightly. The increase is primarily due to the Group's organic growth rather than setbacks in operational processes.

The gross volume of Scope III emissions for the Geis Group in 2024 was 1,604.09 tonnes. Currently, only the values for waste produced and water are available according to the GHG Protocol. The remaining Scope III emission categories will be fully determined for the Group for the first time from 2026 onwards. The Emission Factors for Greenhouse Gas Inventories of the U.S. Environmental Protection Agency (EPA) were used for the waste assessments (as of 12 September 2023).

Resource	to CO <sub>2</sub> e
Water	19.93
Waste	1,584.16
<b>Total</b>	<b>1,604.09</b>



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# EMPLOYMENT RIGHTS

The company strongly emphasises the integration of values such as drive and vision with concentrated logistics expertise.

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:

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

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 emp-

loyees will be enticed away by competitors and industry, or will leave the company for other reasons. 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)
- Cooperation 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 contact persons 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 con-

sidered 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.





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# EQUAL OPPORTUNITIES

All employees are treated equally.

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

- Commitment
- Professionalism
- Respect
- Diversity
- Reliability

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 antidiscrimination 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 nondiscriminatory criteria and ensures equal opportunities for applicants. Appropriate selection tools guarantee objectivity in the selection process depending on the position. Equal opportunities, compliance with the provisions of equal treatment legislation and the rejection of discrimination begin with the job advertisement and the selection of employees. All vacancies to be filled at Geis are advertised on the job portal in a gender-neutral and transparent manner. External and internal applicants can apply for vacancies. All applications are subject to an objective review and the candidates who 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 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 familyfriendly working time models that enable them to combine work and family life.

### **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 took 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

The female empowerment programme, which was launched in 2023, has been expanded. 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 parttime 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 regularly participates in the AVON Charity Run in Prague to provide financial support to women suffering from breast cancer. The Geis Group is also involved in ADRA CZ's charity run against 'loneliness among senior citizens'.



### 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.





# QUALIFICATIONS

Geis is committed to a holistic education, training, and continuing education concept in all specialist areas and across all career levels—from trainees to managers.



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 requires a sustained commitment to the training, promotion and further development** of all employees. The central HR management departments of each national company are strategically responsible for this managers in the branches and locations are responsible for operational implementation.

### 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.

### 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

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

### 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.

**129** Commercial clerks for forwarding and logistics services

**56** Professional drivers

**48** Warehouse logistics specialists

**43** Warehouse logistics specialists

**8** Office management assistants

**8** IT specialists for system integration

**6** IT specialists for application development

**3** Digitalisation management clerks

**2** Woodworking mechanics

**303 TRAINEES**

# GERMANY



## BEST TRAINEE

Geis trainees once again achieved top rankings in the major knowledge competition 'Best Trainee'.

## SUPPORT AND TRAINING PROGRAMMES

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

- Internships as part of the training preparation programme
- Traineeships for applicants with special needs ("priority area learning")
- Support services for general education schools
- Support for recruited trainees with poor performance
- Support for employees without professional qualifications or with non-specialist qualifications
- 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 twelve 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 longterm 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:

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



# POLAND

## **FORWARDER ACADEMY PROGRAM**

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.

**FOR ALL EMPLOYEES:**

	<b>Geis Group</b>
<b>number and rate of fatalities due to work-related injuries</b>	
<b>number</b>	0
<b>rate</b>	0.00
<b>number and rate of work-related injuries with serious consequences (excluding fatalities)</b>	
<b>number</b>	23
<b>rate</b>	2.52
<b>number and rate of work-related injuries</b>	
<b>number</b>	302
<b>rate</b>	33.07
<b>the main types of work-related injuries work-related injuries with serious consequences:</b>	
1. trapped/impacted 2. fall/crash/trip 3. other 4. pallet handling	
<b>Work-related injuries:</b>	
1. trapped/impacted 2. fall/crash/trip 3. other 4. accidents on the way to work 5. loading and unloading activities	
<b>number of hours worked</b>	
<b>number</b>	<b>9,132,994.00</b>

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

	<b>Geis Group</b>
<b>number and rate of fatalities due to work-related injuries</b>	
<b>number</b>	0
<b>rate</b>	0.00
<b>number and rate of work-related injuries with serious consequences (excluding fatalities)</b>	
<b>number</b>	0
<b>rate</b>	0.00
<b>number and rate of work-related injuries</b>	
<b>number</b>	16
<b>rate</b>	1.75
<b>the main types of work-related injuries work-related injuries with serious consequences:</b>	
None	
<b>Work-related injuries:</b>	
1. cuts 2. trapped/impacted 3. fall/crash/trip 4. loading and unloading activities	
<b>number of hours worked</b>	
<b>number</b>	<b>9,132,994.00</b>

**WORKRELATED ILLNESSES**

No workrelated illnesses have become known within the company.

The following training hours have already been determined for 2024:

<b>Geis Group</b>	
<b>training hours total [h]</b>	159,677.86
<b>training hours per male [h]</b>	110,925.83
<b>training hours per female [h]</b>	48,582.15
<b>training hours per divers [h]</b>	5.12
<b>training hours warehouse/blue collar [h]</b>	73,484.22
<b>training hours office/white collar [h]</b>	55,220.41
<b>training hours professional drivers [h]</b>	12,639.18
<b>training hours management [h]</b>	18,525.08

## PERSONNEL AND AGE STRUCTURE OF THE GEIS GROUP IN 2024

<b>percentage of people in an organization's governance bodies in each of the following diversity categories</b>	
<b>male</b>	75.44 %
<b>female</b>	24.56 %
<b>divers</b>	0.00 %
<b>age group: under 30 years old, 30-50 years old, over 50 years old</b>	
<b>under 30 years old</b>	5.99 %
<b>30 – 50 years old</b>	60.33 %
<b>over 50 years old</b>	33.68 %
<b>other diversity indicators such as minorities or vulnerable groups, if applicable</b>	
<b>vulnerable groups</b>	0.34 %

**percentage of employees per employee category in each of the following diversity categories**

<b>male</b>	61.05 %
<b>female</b>	38.95 %
<b>divers</b>	0.00 %

**age group: under 30 years old, 30-50 years old, over 50 years old**

<b>under 30 years old</b>	19.80 %
<b>30 – 50 years old</b>	57.90 %
<b>over 50 years old</b>	22.30 %

**other diversity indicators such as minorities or vulnerable groups, where applicable.**

<b>vulnerable groups</b>	2.10 %
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**0%** No incidents of discrimination became known during the reporting year.



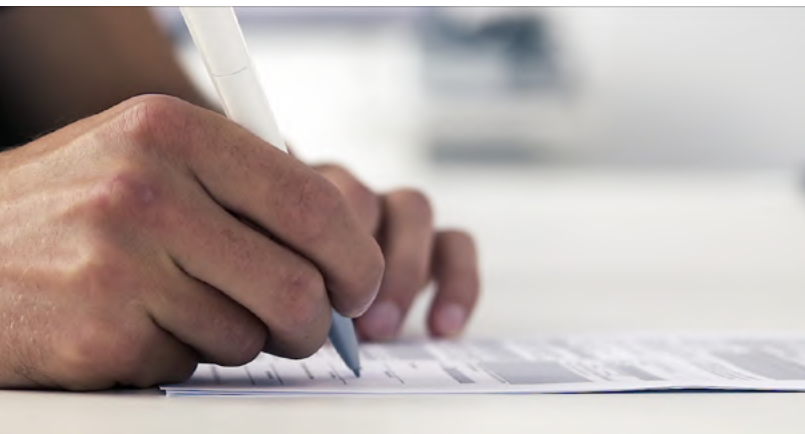
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# HUMAN RIGHTS

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

# CODE OF CONDUCT

The company has a Code of Conduct that defines the principles of the Geis Group with regard to responsibility for people and the environment. This Code of Conduct is binding for all employees and 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 countryspecific 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 (UNGP) adopted in 2011. The company's business activities are aligned with the internationally applicable standards and guidelines for human rights and the core labour standards of the International 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 this. 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. Equality 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. In 2024, all employees in Germany were trained on the Supply Chain Act. Managers also received webbased online training on compliance.

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.

## KPI 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.

## KPI GRI SRS-412-1:

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

## KPI GRI SRS-414-1:

The process for onboarding new suppliers is still ongoing. However, the new Code of Conduct has been implemented. Contractual provisions have been firmly established for highrisk suppliers.

## KPI 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. The development of key figures was initially halted after the BAFA suspended the reporting obligation under the LkSG. Reporting will resume as soon as there is clarity on the progress of the LkSG and the EU CSDDD.



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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 people and regions.

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.

## FUNDRAISING CAMPAIGNS

The Geis Group actively participated in the Logistik in Bewegung (Logistics in Motion) initiative for the first time as part of the European Sustainability Days 2024. Thanks to the sporting commitment of our employees, the company contributed valuable kilometres for a good cause and, together with the industry, helped raise a total of €70,000 in donations. Geis thereby supported the Nicolaidis YoungWings Foundation and once again highlighted the social commitment of the logistics sector. For the first time, the cheque was presented together with all participating companies at Supply Chain CX. In another two week charity run, colleagues covered many kilometres – whether running, cycling, walking or inline skating. For every kilometre covered, Geis donated to the internal foundation 'Our Firefly'. These funds were used to train another guide dog for the visually impaired. A total of 7,054 kilometres were achieved.



## FOUNDATION OF THE LOGISTICS SPONSORSHIP AWARD

The Geis Group has awarded its Logistics Sponsorship Award. 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.



## 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.



## 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.

## CARRYING OUT AID TRANSPORTS

In 2024, the Geis Group partnered with the humanitarian organisation ADRA. The company supported the relief work by providing transport services for goods and humanitarian supplies and by storing materials for relief operations. In addition, in September 2024, Geis offered targeted assistance in response to the widespread flooding, helping to ensure that essential supplies reached the affected regions.

## 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 procedures.

## 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.

In 2024, the Geis Group did not participate in any statements on legislative proposals. 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 is a member of the following organisations:



ASSOCIATION OF LOGISTICS  
AND FREIGHT FORWARDING  
OF THE SLOVAK REPUBLIC



PIIFA POLISH INTERNATIONAL  
FREIGHT FORWARDERS ASSOCIATION



Deutsch-Polnische  
Industrie- und Handelskammer  
Polsko-Niemiecka Izba  
Przemysłowo-Handlowa



## KPI GRI SRS-415-1:

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.



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## **CONDUCT THAT COMPLIES WITH THE LAW AND POLICY**

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

### **COMPLIANCE WITH LAWS AND GUIDELINES**

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

**Code of Conduct – Internal and external Code of Conduct (see criterion 17, which has already been reported on in detail).**

### **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.

### **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.

### **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 ac-

cordance 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.

Although no compliance or relevant legal violations were reported in 2024, management's goal was to achieve a 95% participation rate in internal compliance training based on the newly created Geis Group compliance guidelines in order to achieve greater legal certainty. An e-learning programme was implemented for this purpose. Greater attention was paid to the topics of corruption and bribery in 2024. To address this, the Code of Conduct was significantly revised and is already an integral part of new contracts. The rollout for existing suppliers is taking place in phases.

### KPI GRI SRS-205-1.

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

### KPI 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.

### KPI 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.





Global Logistics

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NACHHALTIGKEITS  
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Berichtsjahr 2024



Wirtschaft &  
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