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Fair Working Conditions and Human Rights

Our employees are crucial to our success. We offer them secure and attractive jobs and fair pay. We also assume this responsibility along the supply chain.

Our business success depends to a large extent on our employees. With their experience and passion for logistics, they ensure that BLG LOGISTICS as a company never stands still. For us it is a matter of course that each individual is treated with equal respect and nobody is subject to discrimination. For us, fair working conditions also include transparent and competitive wages and salaries in line with collective agreements.

In addition to our own business divisions, we also give consideration to the people along our supply chains who are closely associated with our services.

Fair working conditions and respect for human rights are irrevocable cornerstones of our corporate actions and, as such, also characterize our relations with our suppliers.

Clear structures for labor and human rights

In the reporting year, we created the position of human rights officer, which is held by the head of our central Sustainability department. Appointed by the Board of Management, the human rights officer acts as a point of contact for employees and suppliers in all matters relating to human rights risks and violations, while also liaising with the Board of Management.

This involves continuous optimization of preventive and remedial measures to minimize risks and prevent violations, as well as regular and ad-hoc reporting to the Board of Management on matters relevant to human rights. In fulfilling the human rights due diligence obligations, the human rights officer cooperates closely with other concerned departments. Our approach is described in detail in the Sustainability Management section from ► page 14.

Employment contract and type

	Germany 9,295 employees			USA 210 employees			South Africa 580 employees			Poland 51 employees		
	total	of whom male	of whom female	total	of whom male	of whom female	total	of whom male	of whom female	total	of whom male	of whom female
	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %	in %
Employment contract												
permanent	90.6	72.6	27.4	97.6	66.3	33.7	90.5	77.0	23.0	88.2	64.4	35.6
temporary	9.4	72.7	27.3	2.4	80.0	20.0	9.5	45.5	54.5	11.8	83.3	16.7
Employee type												
full-time (100%)	89.7	76.2	23.8	100	66.7	33.3	90.5	77.0	23.0	96.1	65.3	34.7
part-time (<100%)	10.3	41.4	58.6	0	0	0	9.5	45.5	54.5	3.9	100	0

Employment contracts, wages and salaries

At December 31, 2023, BLG LOGISTICS employed 10,136 people worldwide in our fully consolidated entities. The majority of our employees, at 90.7 percent, is employed on a permanent basis. In the reporting year, 90 percent of our workforce worked full-time. As in previous years, women made up the largest group of part-time employees with 58.2 percent - with Germany again accounting for the highest proportion of part-time employees in 2023 at 10.3 percent. However, in South Africa the ratio rose from 5.6 percent to 9.5 percent in the reporting year and is therefore at a comparable level.

In 2023, we continued to categorize our workforce into women and men only; however, we are aware that not everybody self-identifies with one of these two genders. To date, only a few of our own employees have identified as diverse. As they currently account for a proportion of less than 0.1 percent of the total workforce, we do not yet explicitly include this group in our statistics, partly to avoid any conclusions regarding individual persons. However, in the interests of equal representation, we are continuing to monitor this aspect.

Our employees are paid on the basis of the collective agreements applicable in our industry and at the respective locations, or in individual cases at comparable rates. We also support collective bargaining regulations in our foreign companies that enable transparent and fair working conditions. It goes without saying that the statutory minimum wage applies to both our own employees and temporary agency workers. Everyone has the right to freedom of association and collective bargaining. In 2023, the proportion of our employees in Germany

integrated into a collective bargaining system stood unchanged at 97.7 percent. As part of the development and revision of our ESG targets, we have stipulated that 100 percent of our own employees and temporary workers should be covered by collective agreements or have at least a comparable wage level.



The collective employment protection agreement concluded in May 2022 for the employees at our Bremerhaven car terminal remained valid in the reporting year. The agreement, which was negotiated with the involvement of the local collective bargaining committee and the ver.di trade union and has a term of 24 months, contains comprehensive assurances on job security and the

protection of our employees that reach far beyond the term of the collective agreement. In return, the employees have contributed additional working hours over 24 months and waived part of their wage increase.

We wish to be mindful of our employees' needs in all life situations and therefore provide targeted support with reconciling career and family. In addition to the possibility to work part-time, BLG LOGISTICS offers additional options through flextime models as well as remote working to help employees find the best possible work-life balance. In the reporting year, it was decided not to pursue the existing certification by berufundfamilie Service GmbH aimed at implementing a family-conscious human resources (HR) policy. The recommendations from the audits carried out in previous years have been successfully implemented. The capacity freed up by the expiry of the certification will instead be invested in further developing the topics.

Codetermination and one BLG for all

The megatrends automation and digitalization are reshaping the economy, and do not stop at the gates of the logistics sector. We see these changes as an opportunity that we want to seize. At the same time, we are striving to manage the transformation in a socially acceptable way and involve our employees in every step of the journey.

In 2020, initial talks began on a possible collective agreement to regulate the repercussions of automation and digitalization processes, after having previously concluded such an agreement at EUROGATE in 2018. Put on hold during the coronavirus pandemic, the ongoing exchange shows how diverse the approach to



implementing such projects at BLG LOGISTICS can be. The situation is currently being reevaluated in dialog with the operating partners to clarify how a regulation under collective bargaining law can provide guidelines for the design of these projects.

Practiced codetermination is an integral part of our corporate culture. We promote dialog with our employees and attach great importance to respectful collaboration. This builds on mutual trust and a strong representation of interests by the works councils and the employee representatives on the Supervisory Board. The resulting exchanges are both valuable and rewarding for the entire company. In the reporting year, newly elected works councils were constituted for the first time at three locations – Falkensee, Verden and Cologne.

Equal integration for temporary agency workers

In the logistics sector, fluctuations in the order situation are commonplace. For BLG LOGISTICS, this means that we have to rely on agency employees as a backup during order peaks or very short-term contracts. Here, we work exclusively with service providers that meet the minimum wage requirements. We guarantee the contractually agreed work assignment flexibility for both groups – temporary workers and own employees – in equal measure. This also includes short-term notice of work assignments, overtime or weekend work. It goes without saying that we adhere at all times to the principle of “equal pay for equal work” in line with the requirements of the German Temporary Employment Act (Arbeitnehmerüberlassungsgesetz – AÜG).

With regard to compliance with human rights due diligence obligations under the German Supply Chain Due Diligence Act (LkSG), we also consider the working conditions of our temporary workers and, where applicable, contract workers, alongside those of our own employees.

We welcome it when we are able to take employees from agencies and personnel service providers into permanent employment and give them preference when additional positions need to be filled – in the reporting year, 338 of them became “fully-fledged” members of BLG. As of December 31, 2023, we employed 83.2 percent own staff in Germany, 4 percent employees from the Central German Seaport Operators (Gesamthafenbetrieb – GHB) and 12.8 percent employees from other personnel service providers. This corresponded to a decrease of 6.5 percentage points for temporary agency staff compared to 2022.

Human rights along the supply chain

We consider respecting human and labor rights to be an integral aspect of our corporate social responsibility, both with respect to working conditions within our own operating divisions and in cooperation with direct suppliers, subcontractors and business partners. We are also committed to ensuring that rights are upheld along the entire supply chain.

In the reporting year, BLG LOGISTICS GROUP AG & Co. KG for the first time fell within the scope of the German Supply Chain Due Diligence Act (LkSG). This shifted the BLG-wide management processes to promote human rights back into the focus, which were adapted where necessary. For example, the existing grievance system was extended to take account of the provisions of the LkSG. In

order to raise awareness of human rights issues among our employees, we again offered a corresponding training course in 2023.

All processes for complying with the due diligence obligations under the LkSG are described in a BLG-specific LkSG manual. This serves as a guide for employees involved in implementation and contains an overview of the legal requirements, the defined roles and responsibilities and detailed descriptions relating to the specific implementation of the individual due diligence obligations at BLG LOGISTICS. The LkSG is updated on an ongoing basis and in 2024 will also be adapted to optimized processes such as the planned software-based risk analysis. For more information on how we fulfill our due diligence obligations, see the sections on Risk Management from ▶ page 25, Sustainable Supply Chain from ▶ page 29 and Compliance from ▶ page 63.

Fluctuation as a metric

Employee fluctuation acts as a barometer for measuring employee satisfaction. How happy our employees feel in their job is also economically relevant, because recruiting and onboarding new colleagues is time- and cost-intensive. In 2023, 608 employees left us at their own request. Compared with the previous year, the rate thus again increased from 5.0 percent to 6.4 percent. This trend is strengthened by the general shortage of skilled labor, which is opening up new prospects on the job market for many people. To help us understand our employees’ individual reasons for switching jobs, we conduct exit interviews as a standard procedure, which give us pointers for measures that could be implemented in the future.



Support in individually challenging situations

Our company social counseling service is available to our employees and their families at our Bremen and Bremerhaven sites. This offers employees advice and support in a wide range of challenging situations, including personal stress at work, family problems, psychosomatic complaints, acute life crises and addictions. A total of 76 employees took advantage of the offering and were supported in corresponding counseling sessions, equating to a rate of 2.8 percent of the employees falling within the service's area of responsibility. We also offer our employees subsidies for dental prostheses, homeopathic treatment and hearing aids, as well as for rest and respite leave, which are funded by the employer-financed support association, BLG LOGISTICS GROUP e.V.

Training and Education

We offer our employees a wide range of initial and advanced training and education opportunities - throughout their career. Our training programs are tailored to the individual qualification level, personal background and life situation.

We attach great importance to giving our employees opportunities for personal development, because attracting, promoting and retaining qualified skilled employees and young talents is a key factor for BLG LOGISTICS' corporate success. Our central HR department therefore coordinates these tasks as a priority issue and supports employees at the locations in consultation with human resources managers, training managers and site managers should questions or conflicts arise. Staff can also seek the advice of the works councils in these matters.

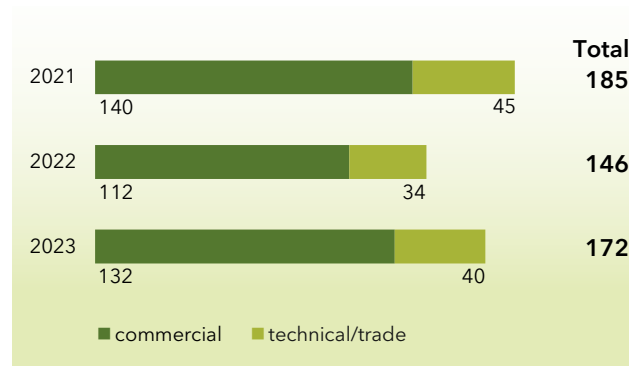
Promoting young talent: a win-win

Behind every service that we provide for our customers every day are employees whose commitment guarantees our high quality and reliability. Our success confirms our approach: We closely support our junior staff from the very first day of their training, equipping them with the right tools from the get-go and imparting our values to them. We offer different apprenticeships, including mechatronics engineer, professional driver, industrial or HR services clerk. In addition, there are three dual Bachelor's degree courses in Freight Forwarding, Transport and Logistics as well as Information Science. In the reporting year, we filled

96 new apprenticeship places, bringing the total number of trainees to 172 - 40 in technical/trade and 132 in commercial professions. This represents a trainee ratio of 1.9 percent.

Against the background of the challenge posed by the shortage of young talent for society as a whole, we are striving to achieve an annual trainee ratio of at least two percent by 2025 as part of our new sustainability targets.

Number of trainees at BLG LOGISTICS*



*As the apprentice figures in previous years for systemic reasons included an investee beyond the reporting scope, we have adjusted the figures accordingly in the present report.

4 QUALITY EDUCATION

≥ 2%
proportion of trainees from 2025

reporting.blg-logistics.com/sustainability-goals

We are endeavoring to raise our attractiveness as an employer and get young talent excited about working at BLG LOGISTICS through recruiting campaigns via various social media channels aimed at specific target groups, participating in high-school career fairs, organizing training days and offering student internships. In line with our company guarantee, we again made all qualified graduates an offer of employment in 2023, thus transferring 67 percent of our trainees at the Bremen location to permanent employment contracts or, for example, to dual degree programs within BLG LOGISTICS.

Furthermore, we continued the already established support program offered to existing employees, enabling them to qualify as a warehouse logistics specialist. A total of 24 employees took advantage of the opportunity in 12 weeks of full-time training to prepare for the exam, and it was gratifying to note that 23 of them passed at the first attempt. We will offer this 12-week full-time course sponsored by the German Federal Labor Agency again in 2024. Active Sourcing as a means of directly approaching candidates, which was launched as a pilot project in 2021 and initially only targeted IT specialists, was also further extended. A new colleague was hired to work with the newly purchased LinkedIn Recruiter, enabling us to now target suitable candidates for our vacancies on both the Xing and LinkedIn business platforms. In addition, we used the "Get in IT" platform in a pilot project to find suitable candidates for IT.

Job opportunities in logistics

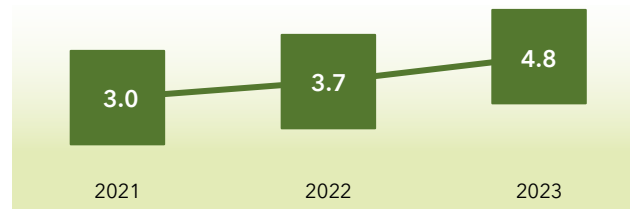
In the reporting year, we participated for the first time as a practical partner in the "Fit for Logistics" project. In cooperation with ma-co maritimes kompetenzzentrum

GmbH and the Bremen Chamber of Commerce - IHK for Bremen and Bremerhaven, BLG LOGISTICS supported refugees from Ukraine with targeted measures to help them enter the logistics industry and in so doing offers them concrete job prospects. In ten-day courses, the participants could expect not only a comprehensive skills assessment for work in logistics, but also individual job application coaching and practical job speed dating at BLG. Two runs of the information event and practical course took place in March and June and met with great demand. The courses were accompanied by interpreters so that all participants could also learn the helpful content in their native language. Afterwards, 41 promising candidates were selected to receive targeted support with further developing their German skills and making them fit for employment.

Flexible professional development

We offer our employees further development opportunities throughout their career - regardless of where they are on the career ladder. In the reporting year, we conducted 5,616 centrally organized training days - in person or as webinars and blended learning to give participants more flexibility in terms of time and location.

Training hours per employee



Thus the number of training hours once again increased. By 2025, we are aiming for at least 5.5 centrally documented training hours annually per employee. This figure does not take into account the additional training offerings at our individual locations that are not documented centrally.

4 QUALITY EDUCATION

≥ 5.5

annual training hours per BLG employee by 2025

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Our central Tutorize learning management system now has around 2,200 registered users, an increase of 19.5 percent year on year. Users can choose from among 125 e-learning courses as well as 32 courses from the central training catalog.



Together with our cooperation partner ma-co as well as the ver.di trade union, the Central Association of German Seaport Operators (Zentralverband der deutschen Seehafenbetriebe - ZDS), Hamburger Hafen und Logistik GmbH (HHLA) and an IT partner, we launched the "PortSkill 4.0" joint project at the end of 2021. The focus is on the transformation in port operations and the associated changes with regard to required skills and qualifications. The project is funded by the German Federal Ministry of Digital Affairs and Transport and aims to develop new learning concepts and methods to impart the necessary skills. In the first two years, new digital learning environments were designed within the scope of the project, and a digital test and training center (DTTC) is currently being set up. The research project will run until the end of 2025 and forms a good basis for future developments in port operations, directly related administrative tasks and the ensuing adjustments with regard to qualification requirements.

In 2023, we continued to advise and support the SMA-LO - Smart Learning in Logistics project launched in 2022 through our involvement as a member of the Advisory Board. By drawing on AI-supported methods, the project, which will wrap up in 2024, aims among other things to create a learning ecosystem that enables individual learning based on flexible learning paths.

Developing young talent

Alongside our established Junior Management Program (JMP), we launched a second trainee program in 2023 entitled "Specialist Program." The program focuses on specialist career paths and offers students the opportunity to acquire knowledge and skills in the fields of

finances/management accounting, human resources, project and process management or IT. In the course of the two-year program, the candidates spend time in different areas within BLG LOGISTICS and also gain valuable insights from workshops on topics such as communication and conflict resolution. The new cohorts of both programs started at the beginning of May 2023. Four participants are enrolled on the JMP and five on the specialist program.

To ensure consistent management development, our qualification programs for operational managers were also continued: In the reporting year, 14 shift supervisors and six operations managers successfully completed the program. We also held our "TAKE THE LEAD" management training courses again, with the fourth management workshop under the motto "Reflection" taking place in a new digital format in the reporting year.

Further development through individual feedback

In order to support our employees in their individual development, our managers conduct annual employee appraisals in which, based on defined criteria, they review performance and discuss potential. These serve as the starting point for drawing up individual development plans for suitably qualified employees. These form the basis for selecting participants in our qualification programs. If desired, Tutorize can be used to conduct and document the interviews - an option that had already been used in over 1,000 cases by the end of 2023.



Occupational Health and Safety Management

We have a responsibility to provide a safe working environment for our employees. By implementing preventive measures, we strive to avoid accidents and actively support our employees in staying healthy.

We have a commitment toward our employees who, through their experience, dedication and ideas, contribute decisively to our joint success. Their health and safety are our top priority. This maxim was further reinforced in 2023, as BLG LOGISTICS additionally prioritized responsibility for occupational safety at our locations within the framework of the German Supply Chain Due Diligence Act (LkSG). In addition to avoiding accidents at the workplace, targeted offers of support also help our employees stay fit and healthy.

Proven systems and clear responsibilities

At Board of Management level, our Labor Relations Director is responsible for occupational health and safety. Our employees can address their questions and concerns in this regard to various points of contact: The HR department, the central company health management system, the social counseling service and the representative body for persons with disabilities are all happy to assist. In addition, intercompany services deploy company physicians at each of our locations, who are qualified in line with statutory guidelines and are known to all employees.

Occupational health and safety is of paramount importance in logistics. At BLG LOGISTICS, the central Safety and Environment Protection department (PSU) performs essential work in this field with regular facility inspections, workplace inspections and preventive processes, along with corresponding training. The staff in the department all have the legally required qualifications to carry out their work. We attach great importance to feedback from employees who are directly involved in performing activities and implementing processes on a day-to-day basis. We therefore encourage them to actively share concerns and suggestions regarding occupational safety with us - anonymously via our external ombudsman if they wish. In turn, we provide them with regular and comprehensive information on our occupational health and safety measures, for example through meetings at operational level and via our employee app. Employees with personnel responsibility have access via the intranet to the safety and environmental protection portal. In addition to an overview of binding standards and processes, this contains current templates as well as risk assessment forms and provides information about new legal require-

ments. Management staff with responsibility for occupational safety also receive corresponding training in line with BLG LOGISTICS' occupational health and safety policy and the supplementary guidelines. For around 50 employees, this formed part of the "New BLG Managers" training series in the reporting year. Specifically for office workplaces, occupational health and safety instructions are available via the Tutorize training platform.

Following certification of the BLG LOGISTICS GROUP with the central PSU department, the company BLG Cargo Logistics and the AutoTerminal Kelheim in accordance with ISO 45001 for their occupational health and safety management system, our BLG AutoTerminal Bremerhaven location with the company BLG AutoTec domiciled there began the certification process in the reporting year. Thanks to defined occupational health and safety standards for BLG Germany it is also easy to transfer existing systems to certification at further locations.

Clear processes ensure safety

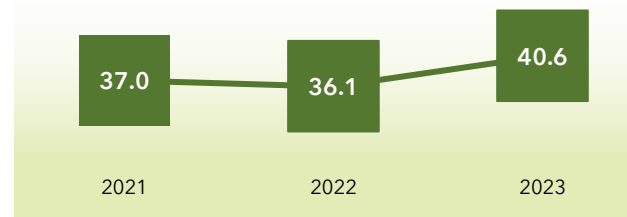
Jobs in logistics are often physically challenging – this is particularly true of activities in warehouses and ports. In these areas there are often interfaces between people and machines, making special safety precautions necessary. In this context, hazard assessments and regular effectiveness checks are the cornerstones of an effective occupational health and safety system. The hazard assessments are used to derive concrete operating instructions and induction guidelines that our employees follow in their daily work. Each location also has its own Occupational Health and Safety Committee, which implements new measures on site as required. In addition, alarm and hazard prevention plans are in place that contain important instructions in the event of an accident or fire, as well as information on first aid.

To facilitate the creation and regular updating of hazard assessments, a corresponding software tool was purchased in 2023. The integrated work steps were individually adapted to BLG's processes by the central Safety and Environmental Protection department. In a future project phase, it is planned to interface the "Works Incidents" log book with the "Hazard Assessment," which will ensure that accident prevention measures derived from accident investigations flow directly into the hazard assessment.

Across all German companies in 2023, 403 reportable work accidents were registered that led to sick leave of more than three days. The increase in the number of reportable accidents compared with the previous year (353) despite fewer hours worked led to a 12.5 percent increase in the 1,000 employee rate from 36.1 to 40.6.

By contrast, the Lost Time Injury Frequency Rate (LTIFR), which indicates the frequency of injuries at the workplace resulting in at least one day's absence from work, fell to 26.4 per 1,000,000 hours worked (previous year: 35). In addition to our own workforce, our accident statistics also include employees who work for us through personnel service providers.

Reportable work accidents Number per 1,000 employees



To enable us to better analyze the increasing number of accidents and derive conclusions for preventive measures from the investigations, the new "Safecon" digital works incidents log book introduced in 2022 was expanded to include the classification of the cause of accidents according to predefined hazard factors. The assignment of hazard factors enables us to identify key focus areas when assessing accidents. The available figures show that in the year under review accidents involving tripping, slipping or falling (TSF) made up the largest percentage, accounting, for example, for 40 percent of accidents to be assessed at the Bremen car terminal and 29 percent at Industrielogistik Bremen. This confirms the trend noted in German companies by many of the German Social Accident Insurance Institutions (Berufsgenossenschaften) and the Federal

Institute for Occupational Safety and Health (Bundesanstalt für Arbeitsschutz und Arbeitsmedizin – BAuA).

The topic of occupational health and safety was included in the target agreements of BLG management staff for the first time in the year under review. This step emphasizes the importance given to occupational health and safety at BLG and is intended to help further strengthen the preventive approach. Occupational health and safety was also anchored in the newly developed sustainability goals in the reporting year. The overarching goal is zero fatal accidents. Moreover, we are planning to replace the 1,000 employee rate as a remuneration-relevant target by the internationally established LTIFR from 2025, from which time on we have set ourselves the goal of reducing the LTIFR by ten percent each year.

All employees – whether in-house or external – are trained, instructed and kitted out with personal protective equipment in the same way. When providing employees with safety gear, we not only ensure that safety requirements are met, but also as far as possible take personal needs into account, for example by providing custom-made hearing protection in exposed areas. The safety regulations are also communicated to guests, suppliers and other persons who have cause to visit our locations. To ensure that our employees are able to move around safely at their workplace, we provide comprehensive training on topics such as fire prevention or dangerous goods handling. This is generally carried out by external instructors, with support from our central PSU department depending on the content.

3 GOOD HEALTH
AND WELL-BEING

0

accidental deaths & from 2025 **10%**
reduction of our accident rate annually

[reporting.blg-logistics.com/
sustainability-goals](https://reporting.blg-logistics.com/sustainability-goals)

Fit through more exercise

BLG LOGISTICS supports its employees with various modules to help them stay fit and healthy. One of these is our "Fit & Fun" prevention program, which has proven particularly popular over the years. Together with an external provider, we give our employees access to over 8,000 partner studios across Germany – from fitness studios and yoga to swimming and bouldering, participants can choose from a wide range of activities every day. If they wish, they can also take advantage of online courses via the corresponding app. In the final quarter of 2023, 1,330 employees were enrolled in Fit & Fun.

It is also important to us to support our employees in promoting health and wellbeing in their daily work and

again organized health days at a number of locations. The focus in 2023 was on diabetes and strokes. As well as being offered practical tests, employees could learn about prevention, early detection and how to live with these conditions. We also developed a new format, the "Digital Health Day", which was primarily aimed at our administrative areas. This day of action offered employees the opportunity to watch a presentation and practical exercises on back health, independently of their location or even when working remotely. The session is available Germany-wide in our employee app.

Many of our employees are on their feet a great deal and cover a lot of ground every day. Following the introduction in retail logistics at the initiative of the general works councils in 2022, all employees BLG-wide can now take advantage of the offer to have their feet individually measured. Where required, suitable insoles are then issued for their work shoes, which increase wearing comfort and help to prevent foot problems.

Ergonomic workplace design, for example with height-adjustable desks and work tables, also contributes to prevention. As part of the MEXOT project, we are testing a concept for intelligent work ergonomics that comprises the subsystems of an intelligent exoskeleton and a driverless transport vehicle with follow-me mode. The focus is on researching the interaction of the two technologies to improve ergonomics in order picking and assembly processes. In another research project entitled "Resource development in service work – RessourcE", technical solutions and concepts for health-promoting work design are being tested and examined with regard to their

generalizability. BLG is represented as an application partner with its Bremen logistics center.

Reintegration promotes a positive return to work

We want to maintain our employees' capacity for work over the long term, and therefore support those who have been absent from work for more than six weeks within a 12-month period through our company reintegration management system. Together with the colleagues, we design individual concepts to ease them back into work, either gradually or accompanied by medical and occupational rehabilitation programs. Absenteeism appraisals help us ascertain whether and to what extent the workplace impacts on employees' health, and what we can do to mitigate this in order to reduce absenteeism due to sickness and promote our employees' long-term health.

The work incapacity rate in 2023 fell compared with the previous year by 0.56 percentage points to 10.33 percent. The rate of continued pay during sick leave was down from 7.84 to 7.39 percent. Through our company social counseling service, we offer professional support to employees, managers and officers with personal issues or their professional role. In the reporting year, 2.8 percent of employees in our area of responsibility took advantage of this service.



Diversity and Equal Opportunities

Diversity in togetherness and equal opportunities on all levels: Our corporate culture is rooted in the recognition, appreciation and acceptance of our employees' differences.

BLG LOGISTICS is multifaceted and diverse: We employ people from over 100 different countries. They each bring their own backgrounds, experiences and skills to the table, and contribute to the diversity and strength of our

company. We therefore advocate respectful collaboration - both within and outside the company. Every single employee, regardless of age, gender, origin, sexual orientation or qualifications, has equal opportunities for

personal growth. We believe in allowing each and every person to develop individually and focus on the people behind the job titles.

Age structure and gender distribution according to employee category

	Germany 9,295 employees (♀ = 27.3%)			USA 210 employees (♀ = 33.3%)			South Africa 580 employees (♀ = 26.0%)			Poland 51 employees (♀ = 33.3%)		
	Share of age groups in %	of which male in %	of which female in %	Share of age groups in %	of which male in %	of which female in %	Share of age groups in %	of which male in %	of which female in %	Share of age groups in %	of which male in %	of which female in %
White-collar employees												
<30 years	16.7	59.3	40.7	15.0	66.7	33.3	11.6	57.1	42.9	14.8	75.0	25.0
30-50 years	50.4	59.0	41.0	70.0	71.4	28.6	64.5	60.3	39.7	55.6	20.0	80.0
>50 years	32.8	62.9	37.1	15.0	66.7	33.3	24.0	79.3	20.7	29.6	50.0	50.0
Blue-collar workers												
<30 years	9.5	72.8	27.2	34.2	73.8	26.2	13.1	56.7	43.3	4.2	100	0
30-50 years	46.9	77.8	22.2	48.9	61.3	38.7	70.4	78.0	22.0	45.8	100	0
>50 years	43.6	75.9	24.1	16.8	65.6	34.4	16.6	85.5	14.5	50.0	100	0



Diversity for a strong BLG

The strategic management of diversity within the company is a central task of our Human Resources department. Our HR colleagues advise both the Board of Management and the entire workforce on issues relating to this topic and once a year prepare a diversity management scorecard for the Board of Management and the Supervisory Board.

The basis for all activities in this area is our diversity concept, which covers the entire workforce and sets the tone for our corporate and leadership culture. The concept is based on our Code of Conduct, a number of in-house agreements and our commitment to the Charter of Diversity, the principles of which we signed up to in 2016, thereby pledging to promote diversity and equal opportunities at the workplace.

➤ www.charta-der-vielfalt.de/en

As an integral part of our corporate culture, the diversity concept is anchored at all levels of the company and serves as the basis for our corporate decision-making, for example in the areas of recruitment and training measures. Since 2016, we have also been a member of the awards association "Trägergemeinschaft Bremer Diversity Preis" and in this role help advocate diversity beyond our corporate boundaries.

Logistics is becoming more female

Women are still underrepresented in the logistics industry. To bring about change, BLG LOGISTICS actively champions more women both in operational roles and in management positions. In the spirit of equal opportunities for all, our initiatives and development programs are aimed at all genders. They encompass vocational training right up to

our management trainee program for university graduates. The aim behind this is to enable our female employees to gain management experience from an early stage and support them in taking up senior positions.

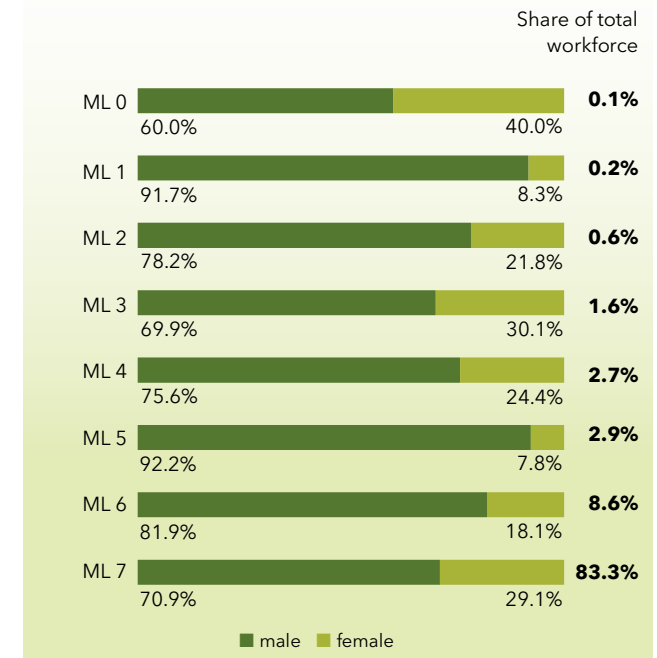
A key component of our "Equal Opportunities" training initiative is the "Women in Management" program founded in 2017. The program imparts theoretical and practical knowledge in areas such as personal leadership, personality development and self-marketing, and offers interested participants the possibility to take part in a tandem exchange with experienced managers. The program's success was recognized at the "Logistics is female" award ceremony in 2023 by the Logistik Initiative Bayern and the Bavarian Ministry of Transport with the "Strategy is female" award. The award honors companies that have demonstrated exemplary commitment to gender-sensitive issues. BLG impressed the judges in this category among other things with a 40 percent proportion of women at Board of Management level and targeted programs to develop female employees for qualification and leadership roles.

Our Board of Management is setting a good example in promoting equal opportunities, as the five-member body has two female representatives in Ulrike Riedel and Christine Hein. This puts BLG AG in the top group of listed companies in Germany in terms of the proportion of women in senior management and supervisory board positions. With this, we are sending a strong signal both outside and inside the company and hope to encourage female employees at BLG to grasp their opportunities. The proportion of women in the overall workforce is 27.3 percent in Germany (27.4 percent worldwide), which is a

slight decrease on the previous year. The proportion of women on management levels (ML) 0-3 fell slightly from 26.7 to 26.3 percent. When making appointments to the Supervisory Board, we comply with the statutory regulations regarding the gender quota.

Proportion of women in management levels (ML*)

Basis: Germany 9,295 employees (status as of: 12/31/2023) in %



*ML 7 encompasses all employees without management responsibilities, ML 0 Board of Management, ML 1-5 disciplinary management, ML 6 technical management

5

GENDER
EQUALITY

≥ 30%

women in management by 2025

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superiors and colleagues. To attract new employees to BLG and at the same time give young people long-term prospects for the future, we for example support young people in taking their first steps into the regular labor market through internships, entry-level qualifications and apprenticeships. One example of this is our "Training through Work" program, which was again continued last year. In 2023, BLG LOGISTICS also participated for the first time as a practical partner in the "Fit for Logistics" project. In cooperation with ma-co maritimes kompetenzzentrum GmbH and the Bremen Chamber of Commerce - IHK for Bremen and Bremerhaven, the BLG GROUP supports refugees from Ukraine with targeted measures to help them enter the logistics industry and thus offers them concrete job prospects.

In a bid to increase the proportion of women at management level over the long term, BLG LOGISTICS set itself the target in the reporting year to achieve an average proportion of women in management levels 0-3 of at least 30 percent by 2025.

Individual promotion for better integration

We believe in success through individual integration measures tailored to the needs of our employees. For example, we offer part-time training programs that give young parents as well as people caring for their relatives the possibility to combine work and family. In addition, we offer in-house language courses that equip employees who are not proficient in German with the basic skills they need to do their job and to communicate with their

Social Commitment

We do our part to create a strong society: whether on our own doorstep or beyond national borders, through financial aid or active project work. We provide assistance wherever support is needed.

We regard it as part of our social responsibility to get actively involved in the regions where we operate and to contribute to a livable society for all. For us and our employees, it is therefore only logical to contribute our expertise and our individual skills in different projects and initiatives – both on our own doorstep and beyond national borders.

Help for earthquake victims in Turkey and Syria

On February 6, 2023, devastating earthquakes shook the southeast of Turkey and the northwest of Syria. More than 47,000 people lost their lives. Just two weeks later, two more earthquakes struck in the Turkish-Syrian border region. We also have a large number of colleagues in the company who have family, friends and acquaintances in the affected regions. The decision as a company that we wanted to help was quickly made, with the Board of Management donating 25,000 euros to the joint account of the "Alliance Development Works" ("Bündnis Entwicklung Hilft") and "Aktion Deutschland Hilft." The Alliance forwards donations to its member organizations and ensures that the aid gets where it is intended to go.

Support for the WFP

BLG LOGISTICS has been supporting the UN World Food Programme (WFP), the largest humanitarian organization in the fight against worldwide hunger, for over ten years, and is in the meantime one of 28 partner organizations. Our contribution consists in making logistics expertise available to inspect and analyze the logistics capacity of ports, roads, railway lines, warehouses and other logistics facilities.



Logistics experts support the UN World Food Programme

Last year, employees were able to contribute their expertise on a mission in southern Africa: In Namibia and South Africa, the colleagues analyzed a total of four ports and associated corridors to the northeast. The aim was to inspect the entire infrastructure of ports, warehouses, rail and road connections and find ways to efficiently provide humanitarian aid in crisis situations in threatened regions of Africa, as well as make concrete recommendations for action.

Free visit to Bremerhaven's Klimahaus

Fourth-grade schoolchildren from Bremerhaven schools went on another day trip in 2023. BLG LOGISTICS again invited the elementary schoolchildren for a free visit to the Klimahaus Bremerhaven. Since 2013, up to 1,000 fourth graders each year have been offered the opportunity to participate in this generous initiative. On an area of 11,000 square meters, they can have fun learning about the earth's different climate zones, the inexorable march of climate change and various scenarios for the future. As an award-winning extracurricular learning venue, the Klimahaus also shows what steps we can take to actively mitigate the effects of climate change.

Simulating a Climate Change Conference in Bremerhaven

As part of the Climate Change Conference Week in November 2023, ninth and tenth graders got to simulate a real UN Climate Change Conference. Just as in reality, as representatives of their countries the participants had to deploy their negotiating skills and make decisions in order to limit the increase in the average temperature to 1.5 degrees Celsius by 2100. This daunting and difficult task not only appeals to the emotions, but also strengthens analytical thinking and invites discussion. Keeping the goal in mind and developing solutions together through strong arguments was the central challenge, inviting the students to explore global correlations and the most important issues surrounding climate change in a hands-on way.

"Gift a Smile" campaign

At Christmastime, it has become a firm tradition for us to participate in the "Schenk ein Lächeln" ("Gift a Smile") campaign organized by the charity Bremer Tafel e.V. Organized and coordinated by our junior management staff, BLG employees again donated almost 100 gifts in 2023, which were distributed to the children by BLG's very own Santa Claus. The Bremen Winter Bus was another social commitment cause selected by our junior management staff. The project was initiated in 2012 as a drop-in center where the homeless could get a hot drink and soup. On St. Nicholas Day, members of the Board of Management also put their aprons on and baked waffles for colleagues at the BLG central departments in Bremen to raise funds for this good cause. Subsequently, the Board of Management generously more than doubled the money raised to 2,000 euros.



Donations handed over to the Bremen Winter Bus

Engagement for sports und culture

The BLG GROUP has sponsored the Bremerhaven Eisbären for 18 seasons, and for 13 years as main sponsor. In July 2023, BLG LOGISTICS not only renewed, but also extended its partnership with the basketball team, with a focus on investing in the Eisbären's sustainability goals in the future. One emphasis will be the Bremerhaven team's work with young players. BLG's CEO Frank Dreeke confirms: "Eisbären Bremerhaven's commitment to youth development is exemplary and fits in well with our goals, namely to promote projects that make our region more environmentally, economically or socially sustainable." The Eisbären are ranked 17th in the German Basketball Association's (DBB) list of the 100 clubs in Germany with the most members. The Eisbären regularly see the biggest growth in their junior teams. With the youngest players, measures such as elementary school leagues, visits from Eisbären pros and vacation camps are a big hit.

In 2023, BLG extended its engagement in sports and now also sponsors the Fischtown Pinguins. In the ice hockey team's arena, Board of Management member and COO Matthias Magnor put it in a nutshell: "BLG and the Fischtown Pinguins - it's simply a good fit."

BLG was also active in the music world. For many years, the company has supported the Bremen Music Festival, the Bremen Film Festival and The Deutsche Kammerphilharmonie Bremen. Last year, the Bremen musicians won the Gramophone Classical Music Award in the category "Orchestra of the Year," one of the classical music scene's most prestigious awards. Since 2007, the orchestra has had its rehearsal rooms on the premises of the Gesamtschule Bremen-Ost (Bremen East Comprehensive School) in Osterholz-Tenever, a disadvantaged neighborhood with a variety of social challenges. The close proximity to the school gave rise to the "Future Lab," in which members of The Deutsche Kammerphilharmonie Bremen promote individual personal growth through music. In 2023, around 70 senior BLG executives took part in a conference at the comprehensive school within the scope of the "Melody of Life" show series and exchanged views with the students.