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EUROGATE

Reporting on non-financial performance indicators for EUROGATE

For EUROGATE, sustainability means, above all, ensuring the future viability of the corporate Group. Within the scope of its business activities and on the basis of internal processes, EUROGATE gives equal consideration to economic efficiency, environmental protection and social responsibility. Compliance with laws and internal policies and guidelines forms the natural basic prerequisite for day-to-day business operations.

Container terminals are hubs of international trade; therefore efficient seaport operations are key to enabling EUROGATE to ensure that its customers benefit from reliable goods transport. At the same time, EUROGATE strengthens the local economy and provides jobs. Its business activities impact on both people and the environment, for instance through the Group’s consumption of resources.

The material non-financial key performance indicators for EUROGATE are environmental matters (energy and greenhouse gas emissions/CO₂), the employee dimension (occupational health and safety), anti-corruption and anti-bribery, as well as IT security.

Environmental matters - energy consumption and greenhouse gas emissions (CO₂)

Energy consumption is a key performance indicator in resource management and has a direct impact on incurred costs, and hence on financial performance.

Relevant non-financial key performance indicator (KPI):

- Energy consumption in megawatt hours*

Energy consumption is regularly monitored. The following table shows the current status of target attainment:

Table 1: Current status of target attainment

Target	Lower energy consumption
Status 2022	407,075 MWh (of which 13,358 MWh renewables)
Status 2023	332,760 MWh (of which 11,780 MWh renewables)
Comment	In view of the increasing importance of the carbon footprint, the goal is to further expand renewables and further reduce energy consumption. Energy consumption was down in the 2023 financial year. The decline in container handling is the main reason for this. Some energy-reducing measures, such as the investment in hybrid straddle carriers, are already having an effect.

*When calculating the key performance indicator MWh, the consumption figures for the principal companies (the German EUROGATE terminal operations in Bremerhaven, Hamburg and Wilhelmshaven and the respective service companies at each location, as well as the EUROGATE holding company) were taken into consideration.

Greenhouse gas emissions (CO₂) at EUROGATE are controlled via energy input. A management approach does not exist. The tax legislation for CO₂ introduced in 2020 has a negative impact of approximately EUR 1.5 million on the business performance based on the diesel consumption in 2021.

Relevant non-financial key performance indicator (KPI):

- Development of CO₂ emissions in metric tons**

CO₂ emissions are regularly reviewed. Table 2 shows the current status of target attainment.

**Table 2: Current status of target attainment**

Target	1. CO ₂ neutrality by 2040 (relating to Scope 1 and Scope 2 emissions) 2. 50% reduction of CO ₂ emissions by 2030 compared to the 2022 base year (relating to Scope 1 and Scope 2 emissions)
Status 2022	130,832 t CO ₂ ***
Status 2023	106,111 t CO ₂
Comment	EUROGATE has set the target to be CO ₂ neutral by 2040 (relating to Scope 1 and Scope 2 emissions). CO ₂ emissions (Scope 1 and Scope 2) were lower in 2023 than in the previous year. The decline in container handling is the main reason for this. Some emission-reducing measures, such as the investment in hybrid straddle carriers, are already having an effect.
**When calculating the key performance indicator t CO ₂ , the consumption figures for the principal companies (the German EUROGATE terminal operations in Bremerhaven, Hamburg and Wilhelmshaven and the respective service companies at each location, as well as the EUROGATE holding company) were taken into consideration.	
***The data published in the non-financial Group report for the 2022 financial year was revised in 2023 and the calculation is now based on CO ₂ emission factors including upstream chain emissions. As a result, the CO ₂ emissions for 2022 are higher year on year.	

Table 3: Current status of target attainment

Target	Minimize the number of work-related accidents and prevent accidental deaths
Status 2022	Work-related accidents: 268 Accidental deaths: none
Status 2023	Work-related accidents: 250 Accidental deaths: 1
Comment	The target to lower the number of work-related accidents was met; however, in January 2023 there was one accidental death. The drop in the number of work-related accidents is attributable on the one hand to the lower number of containers handled. On the other hand, the lower number of work-related accidents for this financial year is within the range of natural statistical fluctuations.
****In Germany, all accidents must be reported that result in death or injury that prevents a person from working for more than three days. The EUROGATE figure includes accidents involving not only the company's own employees, but also temporary contract workers. It does not record accidents involving employees of external contractors.	

Employee dimension - occupational health and safety management

Protecting the Group's own employees and employees of external companies against work-related injuries or sickness and safeguarding their health and wellbeing is a top priority. Most work is performed using heavy equipment at the terminals (mainly straddle carriers and container gantries), and is susceptible to prevailing weather conditions. Considering the manual nature of this work and the deployment of much of the workforce in a three-shift system, promoting and protecting their health is especially important.

Management of occupational health and safety is the responsibility of the individual companies and their respective managing directors.

Relevant non-financial key performance indicators (KPIs):

- Number of reportable work-related accidents at the workplace and on the way to/from work****
- Number of accidental deaths at the workplace and on the way to/from work

As an indicator of occupational safety, the number of work-related accidents is regularly monitored. Table 3 shows the current status of target attainment.



Anti-corruption and anti-bribery

To achieve long-term success, a company must conduct its activities in a legally compliant, fair and reliable way. Within the EUROGATE Group, the umbrella term “compliance” relates to the adherence to statutory standards as well as internal corporate guidelines and policies and working to ensure their observance in the EUROGATE Group companies. These include the relevant policies and principles for preventing bribery and corruption.

Technical competence for the compliance management system lies with the Legal department of the EUROGATE holding company and the compliance officer. Responsibility for adherence to the compliance policy lies with the Group Management Board and the management boards of the respective EUROGATE Group companies.

Relevant non-financial key performance indicator (KPI):

- Number of confirmed cases of corruption

The number of corruption cases serves as a key anti-corruption and anti-bribery metric and is reviewed regularly. Table 4 shows the current status of target attainment.

Table 4: Current status of target attainment

Target	No cases of corruption
Status 2022	None
Status 2023	None
Comment	The target was met. There were no confirmed cases of corruption in the reporting year.

IT security

Secure and reliable IT-assisted processes are the prerequisite to enable a container terminal to operate efficiently. This applies not only from an entrepreneurial point of view, but is also important economically. As hubs where national and international supply chains converge, container ports help to ensure the smooth functioning of the economy and trade. Efficient IT security protects the processes at the container terminal and consequently the entire port system.

The ever-growing number of IT-based business processes that have emerged in recent years, as well as the dovetailing of EUROGATE’s systems with those of other providers along the logistics chain, demand a secure IT infrastructure. Cyberthreats are on the increase all the time and are constantly changing. At the same time, the EUROGATE Group’s reliance on IT systems is growing, especially in light of the planned automation projects. IT security is therefore crucial to enabling and ensuring efficient business processes across the companies in the EUROGATE Group. Furthermore, as an operator of critical infrastructure, EUROGATE is obliged by law to implement a state-of-the-art information security management system.

Technical competence for the EUROGATE information security management system (ISMS) lies with the IT department of the EUROGATE holding company (EGH IT). Overall responsibility lies with the Group Management Board and the management boards of the respective companies in the EUROGATE Group. An IT security officer (responsible for defining the ISMS and reporting to the Group Management Board) and an operational technology security architect (OT security architect) have been appointed.

An IT and an OT security board have also been set up and equipped with resources from the EGH IT department and EUROGATE Technical Services. A dedicated unit responsible for implementing the ISMS has also been set up within EGH IT. Measures and budgets are identified and decided as part of the annual IT planning process. The ISMS covers all German EUROGATE terminals with the exception of North Sea Terminal Bremerhaven GmbH & Co. (NTB) operated as a joint venture between EUROGATE and APM Terminals, which is managed separately. An ISMS guideline and policy generally regulate the organizational and technical requirements of the EUROGATE ISMS. The ISMS is reviewed and approved annually by the Group Management Board.

The main focus of the existing concept is on the availability and integrity of the IT systems and data, with the aim of creating a resilient infrastructure based on risk assessment and of minimizing potential damage recovery times. A key element of the ISMS is a risk management system geared toward minimizing risk or creating an acceptable level of residual risk for EUROGATE. The ISMS is implemented on the basis of the PDCA (Plan - Do - Check - Act) cycle. The ISMS follows ISO 27001 and in the area of plant and machinery is additionally based on the IEC 62443 standard.

In addition, the Group coordinates and exchanges information with local and European logistics partners (for example via EU-ISAC), as well as with relevant authorities and EUROGATE service providers. These help to ensure that new risks can be promptly identified and addressed. The EUROGATE ISMS includes information technology and operating technology, as well as the cloud services and platforms used.



The EUROGATE ISMS defines and regulates the necessary organizational structures, procedures, roles and accountabilities. It encompasses organizational, technical, regulatory and staff training measures. All measures are conceived and approved by the Group Management Board as part of an annual planning process. They are generally structured systemically and include the development of rules and guidelines, measures to implement the requirements and internal audits to check their effectiveness. Ad-hoc measures may be introduced during the year based on weak point analyses and alerts. The results are reported to EUROGATE’s risk management and to the Group Management Board in the IT security officer’s annual review. This report contains the current implementation status, a review of the past year and recommendations for the coming year. The EUROGATE Supervisory Board discusses the current security status in detail annually on the basis of this report. The current OT security status and the measures derived from it are reported every six months. Manual and automated compliance checks are performed as internal audits and extended where necessary. The results of these checks are included in the above reports.

The goals and targets are set on the basis of a general risk assessment for EUROGATE and concrete risk analyses for the respective projects. The EUROGATE ISMS was audited in the 2022 financial year in accordance with the guidelines of the Federal Office for Information Security (BSI), since EUROGATE is classified as an operator of critical infrastructure (KRITIS) pursuant to the IT Security Act (ITSG). The focus of the audit was to assess the status quo with respect to implementing the remedies identified in the 2020 audit as well as the current level of maturity of the ISMS. The deviations and recommendations resulting from the

audit were dealt with in 2023 within the scope of targeted adaptation measures. Implementation will be reviewed in the 2024 financial year within the scope of the next KRITIS audit. A malware protection solution supports the continuous weak point monitoring of IT systems and their patch status in the site networks and the company’s own cloud environments. A penetration testing tool is used for internal penetration tests. The allocation, setup and documentation as well as the number of active user accounts are monitored automatically. In addition, in various areas of the IT landscape internal audits to check compliance with the guidelines are carried out and recorded in an annual audit plan. A tool-supported assessment of the achieved ISMS maturity level has been in use since 2023.

The key performance indicators at CONTSHIP Italia and EUROGATE are system failures/downtimes due to security incidents and cases of data loss and/or manipulation. These KPIs serve as central IT security metrics and are regularly reviewed.

Relevant non-financial key performance indicators (KPIs):

- System failures/downtimes due to security incidents
- Data loss/manipulation

Table 5: Current status of target attainment

Target	No system downtimes due to security incidents and no cases of data loss and/or manipulation
Status 2022	System downtimes due to security incidents: 0 Cases of data loss and/or manipulation: 0
	System downtimes due to security incidents: 0 Cases of data loss and/or manipulation: 0
Status 2023	The target was met. There were no cases of data loss or significant system failures in the 2023 financial year.



Glossary

Accident rates

BLG LOGISTICS measures the number of accidents using two independent rates: The previously used 1,000-man rate describes the relative frequency of reportable accidents per 1,000 full-time employees. The Lost Time Injury Frequency Rate (LTIFR), on the other hand, includes all accidents with lost time and sets them in relation to 1,000,000 hours worked.

CDP

The CDP (formerly the Carbon Disclosure Project) is a non-profit organization that provides a platform for the publication of environmental data from companies and municipalities. On a voluntary basis, they are called upon to fill out questionnaires in order to collect information, for example on CO₂ emissions, climate risks, etc.

CKD

The CKD (Completely Knocked Down) method involves combining vehicle parts from individual deliveries from suppliers and manufacturers, packaging them into specific kits and then delivering them to the appropriate foreign assembly plants via sea transport.

Corporate Governance

Rights and obligations of the various parties involved in the company, in particular the shareholders, Board of Management and Supervisory Board.

CO₂ equivalents (CO₂e)

Measure for standardizing the greenhouse effect of different greenhouse gases. The reference value is carbon dioxide CO₂. DIN 16258:2013-03 takes into account: CO₂, CH₄, N₂O, HFC, PFC and SF₆. These six gases are also listed in Annex A of the Kyoto Protocol to the United Nations Framework Convention on Climate Change. Included in GEMIS: CO₂, CH₄, N₂O, C₆F₁₄ and C₂F₆.

CSR

Corporate Social Responsibility. Social responsibility of companies as part of sustainable business operations.

EBIT

Earnings before interest and taxes, and net financial income (costs). EBIT represents the operating result of a company for a financial year.

EBT

Earnings before taxes (pre-tax profit). A value for determining profitability independently of tax-related effects which cannot be controlled. This is also suitable for measuring profitability in an international comparison.

EBT-Marge

Division of EBT by revenue. The EBT margin is an indicator of the efficiency and profitability of a company.

Equity-Method/At Equity

Method for recognition of equity investments that are not included in the consolidated financial statements on the basis of full consolidation with all assets and liabilities. The carrying amount of the investment is increased or decreased by the development of the proportionate share in the equity of the investment. This change is recognized in the statement of profit or loss of the parent company.

Full consolidation

Procedure for the inclusion of subsidiaries which are included in the consolidated financial statements with all assets and liabilities.

German Supply Chain Due Diligence Act (LkSG)

Law on corporate due diligence to prevent human rights violations in the supply chain valid in Germany since January 1, 2023.

Globales Emissions-Modell integrierter Systeme (GEMIS)

A life-cycle analysis model to determine material flows with an integrated database for energy, materials and transport systems. It is available to download free from the International Institute for Sustainability Analysis and Strategy (IINAS) and is used in more than 30 countries to analyze costs and environmental impacts.



Global Reporting Initiative (GRI)

Internationally active organization that works with various stakeholders (including companies, human rights organizations and environment organizations) to develop guidelines for compiling sustainability reports. The GRI guidelines or standards constitute the most commonly used framework for sustainability reporting around the world.

Greenhouse-Gas-Protocol

Most widely adopted global standard for uniform accounting of and reporting on greenhouse gas emissions.

Information Security Management System (ISMS)

An Information Security Management System (ISMS) defines structures and processes that ensure, control, monitor and continuously improve information security within the company.

Joint Venture

Legally and organizationally independent company that is jointly established or acquired by at least two independent partners.

Lean Management

Process optimization approach designed to minimize waste and harmonize processes.

RoCE

Business indicator that measures how efficiently companies use the capital employed. RoCE can be calculated by dividing EBIT by the capital employed in the company.

Science Based Targets initiative (SBTi)

A collaboration between leading environment and climate protection organizations which defines a framework according to which companies can reduce their greenhouse gas emissions on a scientific basis. One of the SBTi targets is to limit global warming to significantly below 2 °C, as demanded by the Paris Climate Agreement.

Six Sigma

A management system for process improvement and statistical quality targets, and simultaneously a method of quality management. The core element is the description, measurement, analysis, improvement and monitoring of business transactions with statistical means.

Sustainable Development Goals (SDGs)

In 2015, the United Nations agreed on 17 goals for sustainable development (SDGs) which should be achieved by 2030. The SDGs shape the sustainability debate on national and international levels. As a global target system, they offer a common language and a compass for the challenges of the 21st century.

United Nations Global Compact

Global pact between companies and the United Nations to support socially fair and environmentally sustainable globalization. The members undertake to follow ten principles in the areas of labor and human rights, environment, and anti-corruption. In Germany, the UN Global Compact Network Germany supports companies in strategically anchoring the ten goals.



CSR Index

As a joint parent company, BREMER LAGERHAUS-GESELLSCHAFT -Aktiengesellschaft von 1877-, Bremen, and BLG LOGISTICS GROUP AG & Co. KG, Bremen, issue voluntary combined financial statements and have for several years already integrated a non-financial Group report (NFR) with the information required under the CSR Directive Implementation Act into their sustainability reporting. The Sustainability Report 2023 was prepared in accordance with the GRI standards.

The table opposite gives an overview of the contents of the non-financial reporting and the allocation of the reporting aspects determined in accordance with the materiality principle (pursuant to Section 315c, German Commercial Code - HGB).

The non-financial Group report deals with the contents defined as essential by the CSR Directive Implementation Act for the fully consolidated BLG companies. Responsibility for the CONTAINER Division lies with the EUROGATE joint venture, which manages the topics relevant for CSR separately from BLG LOGISTICS. Therefore, contents of the non-financial report for the EUROGATE company accounted for using the equity method are shown separately on ► pages 72 to 75.

Components of the NFR	Relevant contents	Page number Sustainability Report
Business model	Brief description of the business model of BLG LOGISTICS	8 to 11
Sustainability management	Accountabilities (control and authorizations)	14 to 15
	Governance (management structure incl. competencies, remuneration model and grievance mechanism)	23
Materiality analysis	Selection of relevant contents of the report	21 to 22
Risk management	Statement of the main risks relevant to CSR	25 to 28
Environmental topics	Climate Protection	32 to 37
	Energy Management	38 to 42
Employee topics	Fair Working Conditions and Human Rights	47 to 50
	Training and Education	51 to 53
	Occupational Health and Safety Management	54 to 56
Respect for human rights	Fair Working Conditions and Human Rights	47 to 50
	Compliance	63 to 65
	Risk Management	25 to 28
Anti-corruption and anti-bribery	Due diligence along the supply chain	29 to 30
	Compliance	63 to 65
Social topics	The materiality analysis did not identify any issues that are significant in the sense of the CSR Directive Implementation Act. Therefore, social topics are not part of the NFR.	



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Sustainability

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The online version provides you with lots of additional information, video clips and a KPI calculator. There you will find our Financial Report, Sustainability Report and the online magazine.

reporting.blg-logistics.com

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