



Social

49 Fair Working Conditions
and Human Rights

53 Training and Education

57 Occupational Health
and Safety Management

60 Diversity and Equal Opportunities

63 Social Commitment

Fair Working Conditions and Human Rights

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



Our employees have a significant influence on the success of our company. Their experience and enthusiasm for logistics help BLG LOGISTICS keep moving at all times. It goes without saying that we value all employees equally and do not discriminate against anyone. Transparent and competitive wages based on collective bargaining constitute an important aspect of fair working conditions for us.

In addition to our own employees, we also consider the people involved in our supply chains who are closely associated with our services.

Fair working conditions and respect for human rights form the solid foundations of our entrepreneurial actions and thus also influence our supplier partnerships.

Clear structures for labor and human rights

BLG LOGISTICS has a Human Rights Officer appointed by the Board of Management, who is also Head of the Sustainability department. They act as a point of contact for staff and suppliers regarding human rights risks and violations and liaise with the Board of Management. Their duties include continually optimizing preventative measures and remedies to minimize risks and prevent

violations, and regular and ad-hoc reporting to the Board of Management on human rights-related issues. In order to fulfill human rights due diligence, the Human Rights Officer works closely with other departments concerned. In the reporting year, two Human Rights Coordinators were assigned to help establish the management system in the largest subsidiaries. A detailed description of our approach can be found in the Sustainability Management section starting on ► page 14.

Employment contract and type

	Germany 8,888 employees			USA 203 employees			South Africa 655 employees			Poland 61 employees		
	Total in %	of whom male in %	of whom female in %	Total in %	of whom male in %	of whom female in %	Total in %	of whom male in %	of whom female in %	Total in %	of whom male in %	of whom female in %
Employment contract												
permanent	91.7	73.0	27.0	99.5	63.9	36.1	91.0	79.9	20.1	85.2	63.5	36.5
temporary	8.3	76.1	23.9	0.5	100.0	0.0	9.0	49.2	50.8	14.8	77.8	22.2
Employee type												
full-time (100%)	89.5	77.0	23.0	100.0	64.0	36.0	100.0	77.1	22.9	98.4	65.0	35.0
part-time (<100%)	10.5	41.4	58.6	0.0	0.0	0.0	0.0	0.0	0.0	1.6	100.0	0.0

Employment contracts, wages and social benefits

As of December 31, 2024, BLG LOGISTICS employed a total of 9,807 people at our consolidated companies worldwide. The majority of our global workforce, 92.2 percent, is employed on an permanent contract. In the reporting year, 90.4 percent of employees worked full-time. Among part-time workers, women make up the larger group, accounting for 58.5 percent of the total, as in previous years. The part-time share in 2024 was highest in Germany at 10.5 percent. In South Africa, the share fell from 9.5 percent to 0 percent in the reporting year, and there were hardly any part-time employees at the other sites abroad.

In 2024, we continued to categorize our employees in the categories "women" and "men" only. However, we are aware that not all people identify as one of those genders. Of our own employees, only a few have identified themselves as non-binary – this share is currently less than 0.1 percent of the total workforce. For this reason, we do not yet list them separately in our statistics in order to avoid conclusions being drawn about individuals. However, we monitor this in the interests of equal representation.

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. In our international companies, too, we promote regulations in line with collective labor agreements that guarantee transparent and fair working conditions. Both our own employees and temporary workers receive at least the legal minimum wage as a matter of course.

All employees have the right to freedom of association and to participate in collective bargaining. In 2024, 97.3 percent of our own employees in Germany were covered by a collective bargaining system. The remaining 2.7 percent is made up of employees at our consolidated associates, AutoRail and RailTec, whose wages are based on the industry standard there. In addition, student assistants and interns are currently not systematically recorded as falling under collective agreements.

We have set ourselves a more comprehensive goal: that 100 percent of our own employees as well as temporary workers and activities under work for hire contracts fall under collective agreements, or have at least a comparable wage level, and all applicable protection regulations for employees are observed. This target figure was integrated into quarterly reporting to the Board of Management and senior executives in the reporting year, for targeted management.

Almost all collective agreements were renegotiated and concluded at the end of their term. The BLG AutoTerminal Bremerhaven employment security contract expired as scheduled on May 31, 2024. This means that the full collectively agreed rate of the Central Association of German Seaport Operators will apply once again. Negotiations to conclude the 2025 regional collective agreement will continue only in Hesse.

In April 2024, BLG terminated the commercial collective agreement for EUROGATE and BLG, which had been in force since 2000, and invoked a need for action since after 25 years not all provisions complied with current case law. BLG aims to separate the company wage agreements of

Target:



100%

of our employees are covered
by collective agreements

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BLG and EUROGATE in terms of wage development, since the priorities of both companies have also diverged over this long period. Despite repeated requests, no new collective agreement could be concluded with ver.di in the reporting year. Until a mutual result is achieved, the old general collective agreement will continue to apply in its current form.

We attach great importance to taking the needs of our employees into account through all stages of their lives and provide specific support for them to achieve a work-life balance. In addition to the possibility of working part-time, BLG LOGISTICS also offers flexible working time models and, where possible, remote working so employees can reconcile everyday life with work in the best possible way.

Codetermination and one BLG for all

The megatrends of automation and digitalization are not only shaping the economy, but also have a significant impact on the logistics industry. We see these changes as an opportunity that we want to seize. At the same time, it is important to us to manage the transformation in a socially acceptable way and to involve our employees in this process.

Real codetermination is a central part of our corporate culture. We maintain an open dialog with our employees and attach great importance to respectful interactions with each other. This is based on mutual trust and having interests strongly represented through works councils and employee representation on the Supervisory Board. The exchange that takes place here is of great importance and enriching for the entire company. In the reporting year, a works council was newly elected and constituted for the first time at the Magdeburg site.

Equal integration for temporary agency workers

The logistics industry sees regular fluctuations when it comes to orders. For BLG LOGISTICS, this means that we can often only manage peaks in orders or very short contract periods by using temporary agency workers. In doing so, we rely exclusively on service providers who comply with the minimum wage requirements. Contractually agreed flexibility in the organization of working time applies for both permanent employees and temporary agency workers. This also includes short-term planning for work assignments, overtime or weekend work. As a matter of course, we ensure that the principle of "equal pay for equal work" is always observed in accordance with the

German Temporary Employment Act (*Arbeitnehmerüberlassungsgesetz, AÜG*).

With regard to compliance with human rights due diligence under the LkSG, we take into account not only the working conditions for our own employees, but also those for temporary agency and contract workers. Here, a central review of the companies used was initiated in the reporting year with regard to work locations and contractual agreements, such as obligations in line with collective labor agreements and signing our Code of Conduct for suppliers and service providers.

As of December 31, 2024, employees in Germany were comprised as follows: 86.3 percent were our own employees, 3.5 percent belonged to Gesamthafenbetrieb (GHB, port staffing agency) and 10.2 percent were employees from other staffing service providers. Compared to the previous year, the proportion of temporary agency workers fell by 3.4 percentage points.

Human rights along the supply chain

Respect for human and labor rights is a central component of our corporate responsibility. This applies both to working conditions in our own company and to cooperation with direct suppliers, subcontractors and other partners. We are also committed to ensuring that these rights are respected and observed throughout the supply chain.

Since 2023, the BLG LOGISTICS GROUP AG & Co. KG falls within the scope of the German Supply Chain Due Diligence Act (LkSG), and since 2024, so do the three subsidiaries with over 1,000 employees, BLG Industrielogistik GmbH & Co. KG, BLG Handelslogistik GmbH &

Co. KG and BLG AutoTerminal Bremerhaven GmbH & Co. KG. The management processes implemented BLG-wide for the promotion of human rights were once again closely examined and adapted accordingly, where necessary. For example, two Human Rights Coordinators were appointed in the subsidiaries to which the LkSG is directly applicable. In order to raise staff awareness, a basic online training course was also set up on the LkSG and its implementation at BLG LOGISTICS, and this has been mandatory since the beginning of 2025. The existing whistleblower system was also updated in the reporting year. More information can be found in the Compliance section starting on ► page 67.

All processes for fulfilling due diligence obligations under the LkSG are documented in a BLG-specific LkSG handbook. This was finalized in the reporting year and made available to employees over the intranet and the BLG app at the beginning of 2025. It serves as a guide for employees involved in implementation. In addition to an overview of legal requirements, it contains clear information on the respective roles and responsibilities, as well as detailed descriptions on implementing due diligence obligations at BLG LOGISTICS. Further information on the fulfillment of our due diligence obligations can be found in the sections on Risk Management starting on ► page 26, Sustainable Supply Chain starting on ► page 30 and Compliance starting on ► page 67.

Staff turnover as an indicator

Staff turnover is an indicator of the satisfaction of our workforce. The fact that our employees feel comfortable with us is also of economic importance - the recruitment and onboarding of new colleagues is both time-consuming and costly. In 2024, 393 employees left the company



at their own request. This represents a reduction in staff turnover rate from 6.4 percent to 4.3 percent compared to the previous year. In order to better understand the individual reasons for the change and to come up with possible measures for the future, exit interviews are standard.

Support for specific challenges

At our sites in Bremen and Bremerhaven, our employees and their relatives have access to social counseling from our company. Here, they receive support and advice in difficult situations, such as personal stress in the workplace, family problems, psychosomatic complaints, acute life crises and addiction disorders. In 2024, 67 employees took advantage of this, which corresponds to 2.4 percent of our employees benefiting from social counseling. In addition, we offer our employees financial grants for dental prostheses, homeopathic treatments, hearing aids and health resort cures through the employer-funded support association of BLG LOGISTICS GROUP e.V.

Training and Education

We offer a wide range of training opportunities for all our employees throughout their entire careers. Our training programs are tailored to different skill levels, individual backgrounds and various life situations.

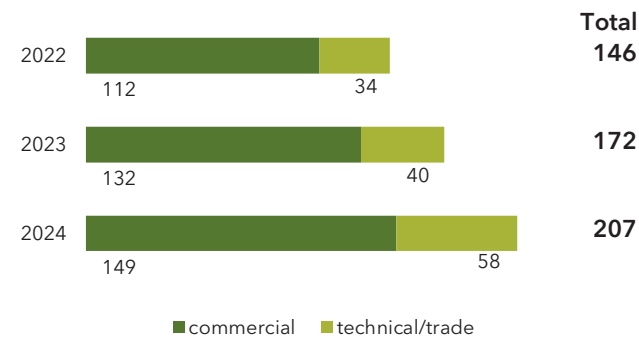


Promoting and supporting our employees individually is particularly important to us, as the recruitment, promotion and retention of qualified specialists and young talent is crucial for the success of BLG LOGISTICS. As such, the Human Resources Corporate Department pursues this with the highest priority and works closely with HR business partners and training or site managers to support employees at the various sites with questions or in conflict situations. Works councils are also available to discuss these topics at any time.

Success by fostering young talent

Behind every service we provide to our customers on a daily basis are employees whose commitment is the key to our high quality and reliability. Our success shows that our approach works: we support our junior employees from the very first day of their training, give them the necessary tools and teach them our company values. We offer various training programs, such as to qualify as warehouse logistics specialists, specialist warehouse operators, industrial or office clerks and business administration specialists for forwarding and logistics services, mechatronic technicians and IT specialists. In addition, we offer two dual

Number of trainees at BLG LOGISTICS



bachelor programs in business administration with a focus on logistics and computer science. In the reporting year, we employed a total of 207 trainees – 58 in the technical-trade sector and 149 in the commercial sector. This corresponds to a trainee ratio of 2.3 percent.

In view of the overall social challenge posed by the shortage of young talent, we have set an annual trainee ratio of at least 2 percent as part of our new sustainability goals from 2025 – a target we exceeded in the reporting year.

With recruitment campaigns oriented to specific target audiences on various social media channels, participation in student fairs, training days and the offer of student internships, we want to be attractive to newcomers and enthruse young talent about a career at BLG LOGISTICS. In line with our company guarantee, we again made all qualified graduates an offer of employment in 2024. At the Bremen site, 61 per cent of our junior staff were taken on with a permanent employment contract or started a dual degree program within BLG LOGISTICS, among others.

In addition, we continued the support program already established for existing employees to become qualified as specialists in warehouse logistics. In 2024, 23 employees completed this full-time course within 67 training days. The Federal Employment Agency helped by paying the course fees and a large part of the leave of absence costs.

Target:


 $\geq 2\%$

share of apprentices from 2025

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Due to the continuing high demand for new employees, we further strengthened our marketing strategies in social recruitment and advertised vacancies through funnels in social networks. The aim of social recruiting is to make the application process as lean as possible and to quickly and efficiently find the most suitable applicants for open positions. In 2024, for example, we had more than 330 applications and some resulting hires just at BLG AutoTransport GmbH & Co. KG and BLG Cargo Logistics GmbH.

Active sourcing with direct contact with candidates, introduced as a pilot project in 2021 and initially aimed only at IT professionals, was further expanded. In 2024, active sourcing was anchored within a department with

successful recruitment. Platforms such as LinkedIn and Xing play a central role in active sourcing in order to specifically target skilled workers and actively counteract the skilled worker shortage.

In addition, we are building networks to create relationships and to inspire and attract people to the logistics industry and BLG LOGISTICS in the long term. We laid the foundation for this at the "Werder Karriere Tach" (Werder career day). As a partner of the Werder Bremen club, we had the opportunity to chat and network with those just kicking off their careers, as well as interns and working students.

Job opportunities in logistics

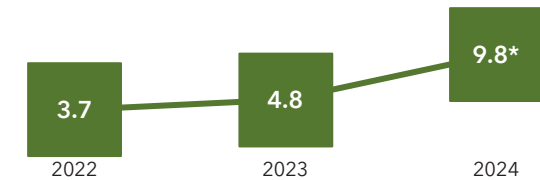
In order to attract automotive mechatronic technicians and drivers, BLG AutoTransport entered into a partnership with the head of a German language school in Casablanca in 2024. They pass along suitable candidates and trainees who then get further qualified at BLG. In 2024, not only was it possible for us to fill important positions in the workshop this way, but candidates were also put on an accelerated basic qualification program, so they can then be employed as drivers for car transporters after completion. This cooperation will continue into 2025.

Continuous professional development

We help our employees at every stage of their professional careers with tailored development offers. Regardless of where they are in their career, we offer them the opportunity to continually develop. In the reporting year, we organized more than 87,000 hours of training – both in classroom formats and as webinars and blended learning

courses – to give participants more flexibility in terms of time and place.

Training hours per employee



* For the first time in 2024, the training courses that were decentrally organized and run were also recorded centrally.

Combined, the Human Resources Department and operating divisions were able to deliver 9.8 hours of training per employee, meaning the target of at least 5.5 centrally recorded training hours was significantly exceeded. This target figure was integrated into quarterly reporting to the Board of Management and senior executives in the reporting year, for targeted management.

Target:



≥5.5

annual training hours per
BLG employee by 2025

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In 2024, the Tutorize learning management system was significantly expanded and the integration of BLG AutoTerminal Bremerhaven into Tutorize went particularly well. The system now offers more than 135 online training courses, ranging from mandatory regulatory training to courses for professional and soft skills. In 2024, a total of 3,006 hours of fully digital and independent learning was carried out in Tutorize, which adds up to 375 training days.

Together with our cooperation partners ma-co and ver.di, the Central Association of German Seaport Operators (ZDS), Hamburger Hafen und Logistik GmbH (HHLA) and an IT partner, we launched the "PortSkill 4.0" joint project at the end of 2021, which is funded by the German Federal Ministry for Digital Affairs and Transport. The overarching

objective of the project is to make German port operations fit for the future through modern qualification concepts and to specifically prepare the workforce for the requirements of digital transformation. The focus is on the development of innovative learning methods and environments that accompany and support the change from traditional work processes to highly-automated, digitized activities. This year, a major milestone has been reached: we held the soft opening of the digital training center at the Container Terminal Altenwerder (CTA) in Hamburg, where the first training concepts were presented and demonstrated, including training courses on the use of AI, robotics and remote control technology. The research project, which runs until the end of 2025, forms a good basis for future developments and changes in operational port work, the directly associated administration and the resulting adjustments to qualification requirements.

Since 2022, we have been advising and supporting the SMALO - Smart Learning in Logistics project through our involvement on the advisory board. In 2024, the project was formally completed at the C3 logistics center. Among other things, a SMALO app was developed over the course of the project, which enables a precise search for further training opportunities in logistics and provides innovative approaches to target audience orientation and learning support.

Developing management in-house

Through our established Junior Management Program (JMP) and the specialist program we launched in 2023, we recruit qualified employees from among our own ranks, as well as externally, and prepare them for managerial roles and specialist career paths. Over two years, the trainees go

through various stations at BLG LOGISTICS and take part in workshops that cover topics such as communication and conflict resolution. The new rounds of both programs began in May 2023, with four participants on the JMP program and five on the specialist program.

In 2024, Human Resources and Organizational Development arranged 59 leadership training events and a total of 537 people took part. There was a special focus once again on our "Take the Lead" management program. This year's leadership workshop, which took place as one-day in-person event, was supplemented by "mind triggers" (short online learning units) and two-hour formats for virtual exchange. It was entitled "New Leadership - Management in Times of Change" and provided participants with inspiration on the current challenges faced by leaders in the age of digital transformation. In addition, two special events for new managers were held this year under the name Welcome@Leadership BLG. Over the course of two days, 50 new managers dealt with managerial responsibility at BLG LOGISTICS.

In the CONTRACT Division, we established a development path named "From employee to regional manager" several years ago. In March 2024, the first training program for division management level was successfully completed. At the same time, the 24-month programs for manager operations and regional management came to an end with six and eight participants graduating respectively. In June 2024, the training program to become a coordinator in the CONTRACT unit got underway with 22 employees taking part. They received various training courses in order to be able to act in the best way possible in their current or future role as coordinator.

**Further development through individual feedback**

So we can support our employees in their individual further development, our senior executives hold employee appraisals once a year. Performance is evaluated against defined criteria and an assessment of their potential is carried out. On this basis, individual development plans are drawn up with employees, and these also form the basis for selecting participants for our qualification programs. The appraisal meeting and its documentation can be carried out using Tutorize if desired – an option that is becoming more and more accepted. Since the platform was launched, 3,232 potential discussions and appraisals have been conducted using Tutorize, and just under 1,000 of them in 2024.

Occupational Health and Safety Management

We have a responsibility to create a safe working environment for our employees.
We take action to prevent accidents and to actively support our employees in staying healthy.



We are committed to our employees, who contribute significantly to our mutual success with their experience, commitment and ideas. Your health and safety are our top priority. In addition to preventing occupational accidents, specific support services also make an important contribution to long-term health preservation.

Proven systems and clear responsibilities

Occupational health and safety is the responsibility of our Labor Relations Director at board level. Our employees can also address various points of contact if they have any questions or concerns: the Human Resources Department, central company health support, social counseling and the Disabled Persons' Representation Council are on hand to support you. At each of our sites, a company doctor is also provided by external services, and they are qualified in accordance with the legal requirements and known to all employees.

Occupational safety is particularly important in logistics. At BLG LOGISTICS, the Corporate Safety and Environmental Protection Department (PSU) plays a central role by regularly carrying out facility inspections, inspecting

workplaces and organizing preventive processes and training. The employees in the department have the legally required qualifications to carry out their work. Getting feedback from our employees, who experience the practices and processes as part of their everyday work, is particularly important to us. We therefore encourage them to actively share their concerns and suggestions for improvement in occupational health and safety with us – also anonymously, if they so wish, via our external ombudsman or our complaint hotline. In return, we regularly provide comprehensive information about our occupational safety measures, in operational meetings and via our employee app, for example. For managers, our safety and environmental protection portal is available on the intranet, and this provides an overview of mandatory standards and processes, as well as current templates and forms for hazard assessment, and it also provides information on any legal changes. In addition, we train our managers in accordance with BLG LOGISTICS' occupational health and safety policy and the associated guidelines on their occupational health and safety responsibilities. In the reporting year, this was done as part of the "Welcome@Leadership" training series, among other things. A specific

occupational safety briefing for office workplaces is available through our Tutorize training platform.

Following the BLG LOGISTICS GROUP with the PSU corporate department, BLG Cargo Logistics and the Kelheim car terminal becoming certified according to ISO 45001 for their occupational health and safety management system, our BLG AutoTerminal Bremerhaven site also successfully completed the certification process in the reporting year through BLG AutoTec, which is located there. With defined occupational health and safety standards for BLG Germany, further sites can also aspire to certification in the future.

Safety through clear processes

Jobs in logistics can sometimes be physically challenging – all the more so for our employees in ports and warehouses, where people often have to work with machines and special safety precautions are therefore necessary. Hazard assessments and regular effectiveness checks form the basis for an effective occupational health and safety system. On the basis of these risk assessments, specific working instructions and guidance are created for our employees to follow as they go about their daily work. Each site also has its own Occupational Health and Safety Committee, which implements new measures directly on site if necessary. In addition, there are alarm and response plans with important instructions in the event of an accident or fire, as well as first aid measures.

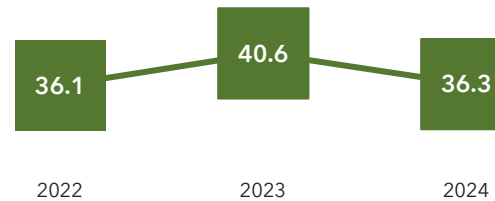
A corresponding software tool was purchased in 2023 to make it easier to produce and regularly update hazard assessments. The integrated work steps were individually adapted to BLG processes by the Corporate Safety and Environmental Protection Department. In 2024, the hazard assessment tool was further developed and from the fourth quarter, a series of training courses were rolled out. This process will continue into 2025.

Furthermore, plans for 2025 include developing a systematic system for analyzing the causes of accidents via the work incidents log book and expanding the possibilities for action.

In 2024, there were reportable work 332 accidents with a resulting incapacity to work of more than three days across all consolidated German companies. The number of reportable accidents decreased compared to the previous

Reportable work accidents

Number per 1,000 employees



year (403). At the same time, fewer hours worked led to a 10 percent reduction in the accident rate per 1,000 employees from 40.6 to 36.3.

From 2025, the accident rate per 1,000 employees will be replaced by the international Lost Time Injury Frequency Rate (LTIFR), which indicates the number of work-related injuries with at least one day of absence. The LTIFR for 2024 is 29.1. The database has been adjusted compared to the previous year. For 2024, the LTIFR was calculated by initially taking into account our own workforce's data. The objective is to reduce the LTIFR annually by 10 percent. This target figure was integrated into quarterly reporting to the Board of Management and senior executives in the reporting year, for targeted management during the year.

Using the system introduced in 2024 for classifying accidents into hazard factors, focal points continue to be identified. The available data show that, in the reporting year, accidents due to trips, slips and falls (TSF) once again accounted for the largest proportion. The TSH hazard factor accounted for 30 percent of all reportable work accidents company-wide. The figure remains unchanged compared

to the previous year. This confirms the trend in German companies observed by many employers' liability insurance associations and the Federal Institute for Occupational Health and Safety (*Bundesanstalt für Arbeitsschutz und Arbeitsmedizin*, BAuA).

In the reporting year, occupational health and safety was once again included in the target agreements for BLG management. This step highlights the high importance of occupational health and safety at BLG and is intended to further strengthen the preventive approach. Occupational health and safety continues to be anchored in our sustainability goals, and the overall objective is zero fatal accidents.

Target:



0

fatal accidents & from 2025, annual reduction of our accident rate by **10%**

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All employees – whether internal or external – receive the same briefing, instruction and personal protective equipment. When providing safety clothing, we pay attention not only to the fulfillment of safety requirements, but also to individual needs, such as customized hearing protection in particularly exposed areas. Guests, suppliers and other people present at our sites are also informed about the safety regulations. In order to ensure that our employees can move safely at their work stations, we also provide comprehensive training on topics such as fire protection or hazardous goods handling. As a rule, the training courses are conducted by external trainers, with the PSU corporate department providing support as required.

More movement for our health

BLG LOGISTICS supports employees with various programs to promote their fitness and health over the long term. As part of restructuring the Human Resources department in the reporting year, an expert for occupational health management was hired.

The “Fit & Fun” prevention program is particularly popular. In cooperation with an external provider, we provide our employees with access to over 11,000 partner studios throughout Germany. The offer ranges from fitness studios to yoga classes to swimming or bouldering, so participants can choose from a wide range of options every day. On request, online courses are also available via the corresponding app. In 2024, 1,381 employees registered for Fit & Fun and we were able to expand the offer to some new locations.

Since 2019, employees have also had the opportunity to order a company bike through the Company Bike program. Since the launch of the program, 1,089 bicycles have been financed, 220 of them in 2024. Our latest mobility survey confirmed that the company bike has changed mobility behavior: almost 40 percent of Company Bike users said they have switched from cars to bikes for trips to work.

As part of our daily work, we also want to help our employees promote their health and well-being, and have therefore organized health days at various sites once again. In 2024, everything revolved around the topic of sun protection. In addition to information on personal skin type and self-protection times, skin layers were analyzed and employees were advised on how to optimize their skin care.

Many of our employees also work standing up and walk long distances. On the initiative of the general works councils, all employees across BLG can now have their feet individually measured, after this was initially offered trade logistics back in 2022. If necessary, appropriate insoles for work shoes are then issued, which increase comfort and prevent foot problems.

A further prevention component is the option of ergonomically designing workstations within the departments, with height-adjustable desks and work tables, for example.

The MEXOT research project, with the aim of making work processes more ergonomic and the provision of materials more efficient, was completed in the reporting year. The focus was on the use of exoskeletons to reduce the physical load placed on employees and autonomous transport

systems to support employees in their manual work and help them move materials more efficiently. In another research project, “Resource Development in Service Work – ResourceE”, technical solutions and concepts for health-promoting work design are tested and examined for general transferability. BLG is represented by the Bremen Logistics Center as an application partner.

A good re-start with re-integration services

We want to maintain our workforce in the long term. For this reason, we offer support to those who are out sick for more than six weeks in a year. Through our company re-integration management service, we support these employees when they return to work. The return-to-work process is tailored to the individual and can take place in stages or with the help of medical and vocational rehabilitation programs. Absenteeism appraisals can help us better understand whether and to what extent the workplace impacts the employee's illness and what measures we can take to reduce those impacts. In this way, we want to minimize illness-related absences and promote the long-term well-being of our employees.

In 2024, the rate of employees unfit for work rose by just under 0.1 percentage point to 10.4 percent compared to the previous year. In contrast, the rate of employees receiving continued sick pay fell from 7.4 to 7.3 percent. Through social counseling, we offer staff and senior executives in Bremen and Bremerhaven professional support in difficult professional and private situations. In the reporting year, 2.4 percent of employees used this service.

Diversity and Equal Opportunities

Diversity in togetherness and equal opportunity on all levels:
we choose to recognize, appreciate and respectfully consider our employees' differences.



BLG LOGISTICS is as multifaceted as it is diverse: we employ people from over 100 countries, each with unique backgrounds, experience and skills, contributing to the strength and diversity of our company. That is why we are

committed to being respectful with each other – both within our company and beyond. All employees have the same opportunities for personal development, regardless of age, gender, origin, sexual orientation or qualifications.

We support the individual development of each individual and see the people behind the job titles.

Age structure and gender distribution by employee category

	Germany 8,888 employees (♀ = 26.7%)			USA 203 employees (♀ = 36.0%)			South Africa 655 employees (♀ = 22.9%)			Poland 61 employees (♀ = 34.4%)		
	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	14.9	56.3	43.7	12.2	60.0	40.0	10.3	58.3	41.7	10.0	75.0	25.0
30-50 years	53.7	59.6	40.4	75.6	54.8	45.2	64.7	56.0	44.0	65.0	42.3	57.7
>50 years	31.4	63.5	36.5	12.2	40.0	60.0	25.0	86.2	13.8	25.0	50.0	50.0
Blue-collar employees												
<30 years	8.7	76.2	23.8	29.0	63.8	36.2	16.0	69.8	30.2	0.0	0.0	0.0
30-50 years	48.1	78.6	21.4	54.9	69.7	30.3	66.4	80.4	19.6	47.6	100.0	0.0
>50 years	43.2	76.8	23.2	16.1	61.5	38.5	17.6	87.4	12.6	52.4	100.0	0.0

Diversity for a strong BLG

The strategic management of diversity is one of the key responsibilities of the HR department. Our colleagues advise both the Board of Management and our staff on all matters relating to diversity and they draw up an annual diversity management scorecard for the Board of Management and Supervisory Board.

Our diversity concept, which includes all employees and shapes our corporate and management culture, forms the basis of our actions. This concept is based on our Code of Conduct, internal agreements and commitment to the principles of the "Diversity Charter", which we signed back in 2016. In doing so, we committed ourselves to promoting diversity and equal opportunities in the workplace.

As an integral part of our corporate culture, our diversity concept is firmly anchored at all levels across the company. We orientate ourselves around this concept when making business decisions, such as concerning recruiting or further training measures. In addition, we have been a member of the Bremen Diversity Award Sponsors Association since 2016 and thus actively contribute to the promotion of diversity beyond the company's borders.

Since March 2024, BLG LOGISTICS has been part of the *Inklupreneur* project and committed itself as a "Pledger" to actively play its part and promote inclusion in the company. The aim of the Hilfswerft gGmbH project is to enable companies to strengthen their inclusion concept, identify and eliminate possible obstacles for people with disabilities and make job advertisements more inclusive. In August and September, application simulations took place with mentors from the *Inklupreneur* project.

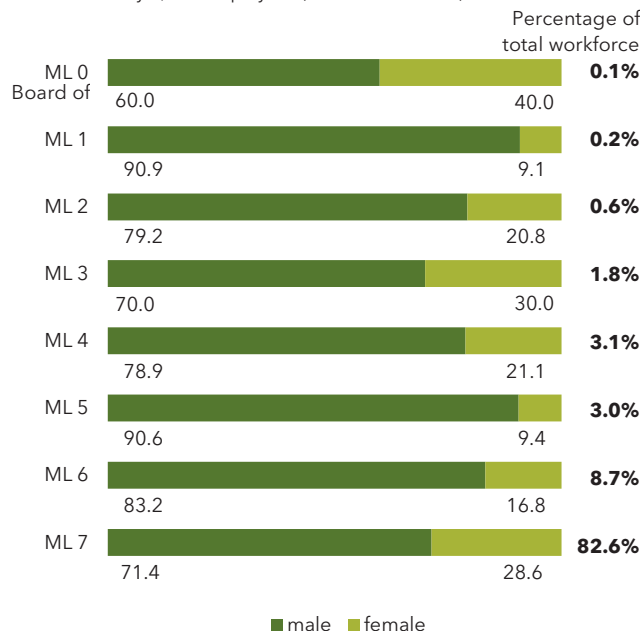
These simulations are part of the coaching and are intended to raise awareness when it comes to interviewing with people with disabilities. The results were fed into the company in a Disability Awareness Workshop organized by the Inclusion Officer.

More women in logistics

Women are still under-represented in the logistics industry. BLG wants to counteract this.

Percentage of women in management levels (ML*)

Base: Germany 8,888 employees (as of: 12/31/2024) in %



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

Target:



≥ 30%

female senior executives by 2025

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

In order to increase the proportion of female senior executives in the long term, BLG LOGISTICS set a target back in 2023 of reaching an average of at least 30 percent women in management levels 0 to 3 by 2025. This target figure was integrated into quarterly reporting to the Board of Management and senior executives in the reporting year, for targeted management during the year. An important measure is the central requirement that in all selection procedures, care must be taken that there is already sufficient diversity among candidates. The internal support program "Women in Leadership" will be relaunched after several years so we can see more results.



Our Board of Management sends a strong signal in support of equality: with Ulrike Riedel and Christine Hein, we have two women on the five-member board. This makes BLG AG one of the leaders among listed companies in Germany in terms of the proportion of women in management board positions. This composition sends out a clear signal – both internally and externally – and is intended to encourage our female employees to seize their opportunities. The proportion of women in our workforce in Germany and worldwide is 26.7 percent and has fallen slightly compared to the previous year. The proportion of women in management levels 0-3 within the German companies remains steady at 26.3 percent.

Individual promotion for better integration

We are convinced that success results from individually tailored integration measures that meet the needs of our employees. This includes, for example, the ability to complete part-time training to help young parents and family caregivers reconcile work and family life. In addition, we offer language courses at the workplace to help employees with a lower knowledge of German get started in working life and promote communication with managers and colleagues. In order to attract new employees and also offer young people long-term prospects, we support them in making their first steps onto the job market through internships, entry-level qualifications and apprenticeships.

Social Commitment

We do our part to create a strong society: whether in social matters, sports or culture – be it through financial support or active project work. We provide assistance wherever support is needed.

Our sustainability strategy pursues the overarching objective of making a positive contribution to a livable and just society. For this reason, we support projects in the areas of social affairs, health and sport and use our expertise and resources in various initiatives – both regionally and internationally.

More than just sport

As an international logistics company with Hanseatic roots, we stand for open-mindedness and acceptance. Together with SV Werder Bremen, we have taken a clear stand against racism. On the campaign day during the match against VfL Wolfsburg in March 2024, the motto “Klare Kante gegen Rassismus” (“A clear stand against racism”) was visible. As an official partner of SV Werder Bremen, we had the honor of providing the player escorts for the green and white squad to walk onto the pitch – a special moment for many bright children’s eyes. “Diversity is an indispensable part of our company,” emphasized Matthias Magnor, who welcomed the young fans on site. We talk more about our commitment together with Werder Bremen in our stories. www.reporting.blg-logistics.com

In addition to soccer, basketball was also a focus once again in 2024: BLG LOGISTICS has been supporting the basketball players on the *Eisbären Bremerhaven* team for almost two decades now and remains their loyal partner. As the main sponsor, BLG places a special focus on long-term work with young players to promote the next generation of talent. Following the motto “Mission 7001”, the *Eisbären* broke a new record, with over 7,000 fans attending their home game at the Bremen ÖVB Arena – an ambitious goal with a charitable background. For each ticket sold, the sponsors donated one euro to charity. The mission thus combined sporting passion with social commitment and showed how much good can come out of it when fans, clubs and sponsors work together.

The Schach macht Schlau chess festival

In 2024, the annual chess festival of the “Schach macht schlau!” (“Chess sharpens your wits!”) school project took place for the sixth time in a row. Around 1,200 primary school children gathered on Bremen’s market square to celebrate the end of the school year together. BLG LOGISTICS is committed to supporting the project that integrates chess as a fixed part of education. The aim is to provide children with strategic thinking and new incentives, in addition to traditional learning content.



Annual chess festival at the market square in Bremen

Raised plant beds for children, Wald & Wiese Bremen e.V.

A special social project for junior managers and trainees involved creating raised plant beds for children with Wald & Wiese Bremen e.V. The non-profit, member-led association in the middle of Bremen aimed at bringing nature closer to children and young people from the city, together with animals such as horses, goats and chickens.

In June 2024, the trainee group supported the association with its work over two weekends. On the first weekend, the focus was on designing and constructing the raised beds. With a whole host of craftsmanship and teamwork, six stable beds were created from donated pallets. Two weeks later, the beds were moved to their final place, filled with soil and planted with various plants. Pallets and other materials such as screws, soil and plants, were provided as part of generous donations.



Trainees getting their hands dirty designing and building the raised

The "Schenk ein Lächeln" campaign



Participation in the "Schenk ein Lächeln" ("Gift a smile") campaign of Bremer Tafel e.V. has long since become a matter of the heart and a firm tradition for us at Christmas time. Headed up and organized by our young managers, almost 100 gifts were collected from BLG employees once again in 2024 and handed over to the children by Santa Claus. This initiative shows that even small gestures can have a big impact - and put a smile on the faces of so many children.

Cultural engagement

BLG LOGISTICS has been involved in musical and cultural projects for many years and supports the Deutsche Kammerphilharmonie Bremen (German Chamber Philharmonic Orchestra Bremen), among others. Since 2007, the renowned orchestra has been at home in the district of Osterholz-Tenever - an area of Bremen with a high level of child poverty and educational disadvantages. The Kammerphilharmonie set up its "Future Lab" there to

inspire young people and open up new prospects for them. Together with professional opera singers, the students at the local comprehensive school take to the stage - accompanied by the world-class orchestra. They are supported in this great project by the entire district. Costumes and stage sets are also produced in-house. Together, Matthias Magnor and STRAUSS COO Matthias Fischer presented a check for EUR 10,000 at the Bremen Oldtimer Classics Rallye to support the district opera project. "This project is very close to our hearts," Matthias Magnor explained during the handover. "The district opera brings together a wide variety of people, lets them create together and consciously adopts ideas and influences from a multicultural world. This creates strong bridges that connect people and give students future prospects. This project combines these opportunities to shape the future with logistics and BLG."



Donation to the Deutsche Kammerphilharmonie Bremen

Projects close to our hearts

As a company, we regularly support clubs, campaigns and projects that are close to the hearts of our BLG colleagues. Employees can propose topics that are particularly worthy of support concerning matters close to them, and the funding projects are then selected from among all the submissions. In 2024, a total of seven projects from different areas were given funding, including the initiative Jugendhilfe Bremerhaven e.V., the Kitzrettung Flügeln e.V., the Bärenherz children's hospice and the Radeln ohne Alter (Cycling knows no age) initiative. The BLG Board of Management has made a total of 5,000 euros available for these projects close to our colleagues' hearts.



The Radeln ohne Alter initiative of Ambulante Versorgungsbrücken e.V.



The UN World Food Programme in Malawi

Support for the UN World Food Programme

For more than ten years, BLG LOGISTICS has been working with the UN World Food Programme (WFP), the world's largest humanitarian organization in the fight against hunger, as a partner organization. We provide our logistics expertise by inspecting and evaluating ports, roads, railway lines, warehouses and other logistics facilities.

Last year, staff were able to contribute their expertise to a mission in Malawi, among others. As a landlocked country, Malawi is fully dependent on imports from ports in Mozambique and Tanzania. The country is also vulnerable to natural disasters such as droughts and cyclones followed by severe floods, placing additional demands on the country's infrastructure. During the on-site mission, colleagues analyzed access and connections to the relevant seaports in Mozambique.

The aim was to assess Malawi's logistics capacity, taking into account the logistics corridors from the relevant seaports in Mozambique, to identify potential bottlenecks and to derive recommendations for increasing efficiency and using alternative modes of transport.