

Further Information

76	EUROGATE
79	Glossary
81	CSR Index
82	Contact and Legal Notice

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 business activities and on the basis of internal processes, EUROGATE considers economic efficiency, environmental protection and social responsibility in equal measure. Compliance with the law and internal guidelines is a natural prerequisite for day-to-day work.

Through efficient port operations, EUROGATE allows its customers to transport goods reliably, as the container terminals are hubs of international trade. At the same time, EUROGATE strengthens the local economy and provides jobs. The business causes impacts on people and the environment, e.g. due to the Group's resource consumption.

The material non-financial key performance indicators for EUROGATE are defined using the following areas: environment matters (energy and greenhouse gas emissions/CO₂), the employee dimension (occupational health and safety), anti-corruption and anti-bribery, and IT security.

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

Energy consumption is an important factor in resource management and has a direct impact on the costs incurred and thus on the business result.

Relevant non-financial key performance indicator (KPI):

- Energy consumption in megawatt hours*

Energy consumption is regularly reviewed. The following table shows the current target achievement status.

Target	Reduce energy consumption
Status 2023	339,529 MWh (of which 12,486 MWh renewables)**
Status 2024	352,835 kWh (of which 12,248 MWh renewables)
Note	Due to the increasing importance of the carbon footprint, the aim is to further expand renewable energies and further reduce energy consumption.

* When calculating the MWh key performance indicator, the consumption of the main companies (the German EUROGATE terminal operations in Bremerhaven, Hamburg and Wilhelmshaven and the service companies located at the respective sites, as well as the EUROGATE Holding) is taken into account.

** The data published in the 2023 financial statements have been reviewed and adjusted in the meantime, resulting in a slight increase in the final energy consumption.

*** When calculating the t CO₂ key performance indicator, the consumption of the main companies (the German EUROGATE terminal operations in Bremerhaven, Hamburg and Wilhelmshaven and the service companies located at the respective sites, as well as the EUROGATE Holding) is taken into account.

The output of greenhouse gas emissions (CO₂) is controlled at EUROGATE via energy input. The most significant emission indicator for EUROGATE is CO₂ emissions in metric tons (t CO₂)***.

Relevant non-financial key performance indicator (KPI):

- Development of CO₂ emissions in metric tons***

CO₂ emissions are regularly reviewed. The following table shows the current target achievement status.



Targets	EUROGATE has set a target of being net carbon zero (in Scope 1 and Scope 2 emissions) by 2040. By 2030, CO ₂ emissions should be reduced by 50% compared to 2022 (based on Scope 1 and Scope 2 emissions).
Status 2023	104,668 t CO ₂ e (Scope 1 and Scope 2)****
Status 2024	118,407 t CO ₂ e (Scope 1 and Scope 2)
Note	How CO ₂ emissions have developed compared to the previous year is in line with how energy consumption has developed (see above). The emission factor for electricity from the energy provider has risen significantly compared to the previous year, which is reflected accordingly in CO ₂ emissions.

**** The determination of CO₂ emissions was also verified by verifying energy data. As a result, the verification led to slightly lower CO₂e emissions compared to last year's reporting. CO₂ emission factors, including upstream chain emissions, are still used in the calculation. Renewable electricity from wind and PV was assessed as CO₂ neutral.

Target	Minimize the number of occupational accidents and prevent accidental deaths.
Status 2023	Work-related accidents: 250 Accidental deaths: 1
Status 2024	Work-related accidents: 306 Accidental deaths: none
Note	The increase in work-related accidents is due, among other things, to the higher number of containers handled.

***** In Germany, accidents must be reported if a person is killed or injured such that they are incapable of working for more than three days. In addition to the accidents involving our own employees, the EUROGATE key performance indicator also takes into account those involving temporary agency workers. Accidents involving external contractors are not recorded.

Employee dimension - occupational health and safety

The protection of all our own and external employees from work-related injuries or illnesses as well as the preservation of their health is of great importance. Most of our services involve using heavy equipment at the terminals (mainly straddle carriers and container bridges) and are subject to being impacted by weather conditions. Due to the physical work and the fact that a large proportion of employees work in a three-shift system, it is particularly important to promote and protect their health.

The management of occupational health and safety is, together with health protection, the responsibility of the individual companies and their respective managing directors.

Relevant non-financial key performance indicators (KPI):

- Number of reportable work-related and commuting accidents*****
- Number of fatal work-related and commuting accidents

The number of accidents as an indicator of occupational safety is regularly reviewed. The following table shows the current target achievement status:



Anti-corruption and anti-bribery

The long-term success of a company requires compliant, fair and reliable behavior. In the EUROGATE Group, the umbrella term "compliance" is understood to mean compliance with legal standards and internal company guidelines, and the adherence to compliance by the EUROGATE Group companies. This includes the relevant guidelines and principles to prevent bribery and corrupt conduct.

The Legal department of EUROGATE Holding, or the Compliance Officer, is responsible for the compliance management system. Responsibility for compliance with the Anti-Corruption policy lies with the Group Management or the management teams of the respective EUROGATE Group company.

Relevant non-financial key performance indicator (KPI):

- Number of confirmed corruption cases

The number of corruption cases is used as an indicator in combating corruption and bribery and is regularly reviewed. The following table shows the target achievement status.

Target	No cases of corruption
Status 2023	None
Status 2024	None
Note	There were no confirmed cases of corruption in the reporting year.

IT security

Safe and reliable IT-supported processes are the prerequisite for a container terminal to be economically efficient. This is not only necessary from a business point of view, but it is also of economic importance. As hubs of national and international transport chains, container ports play their part in ensuring that business and trade can run smoothly. Efficient IT security protects the processes in the container terminal and consequently the entire port system.

The increasing penetration of business processes with IT-based solutions and the growing integration of EUROGATE systems with those of other parties involved in the logistics chain require a secure IT infrastructure. Cyber-threats are constantly increasing and changing. IT security is therefore essential to enable and secure the business processes of the companies in the EUROGATE Group.

The ISMS (Information Security Management System) comprises all EUROGATE sites in Germany, with the exception of the North Sea Terminal Bremerhaven GmbH & Co. (NTB), a joint venture operated by EUROGATE together with APMT, which is controlled separately. The ISMS is in line with ISO 27001 and is also based on the IEC 62443 standard in the area of machinery and equipment.

Relevant non-financial key performance indicators (KPI):

- System disruptions/unavailability due to security incidents
- Data loss/manipulation

For the 2024 financial year, there were no cases of data loss or significant system disruptions attributable to security incidents.



Glossary

Accident rates

BLG LOGISTICS measures the number of accidents on the basis of two independent rates: the rate used previously represents 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 involving downtime and puts them in relation to 1,000,000 hours worked.

Business Continuity Management (BCM)

Business continuity management refers to the development of strategies, plans, and actions to protect activities or processes – the disruption of which would cause serious damage or devastating loss to an organization – or to enable alternative operations. The goal is thus to ensure the continuity of the company in the face of risks with a high degree of damage.

CDP

The CDP (formerly Carbon Disclosure Project) is a non-profit organization that provides a platform for publishing environmental data from companies and municipalities. They are invited to complete questionnaires on a voluntary basis in order to collect information on CO₂ emissions, climate risks, etc.

CO₂ equivalents (CO₂e)

Measure to standardize 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 to the Kyoto Protocol to the United Nations Framework Convention on Climate Change. GEMIS takes into account: CO₂, CH₄, N₂O, C₆F₁₄ and C₂F₆.

Consolidation

Method of accounting for including all of the assets, liabilities and equity of subsidiaries in the parent's consolidated financial statements.

Corporate governance

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

Corporate Sustainability Reporting Directive (CSRD)

The CSRD was adopted by the European Parliament in November 2022 and specifies the scope and type of companies' sustainability reporting from the 2024 financial year (previously non-financial reporting).

CSR

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

Double materiality analysis (DMA)

The DMA according to the CSRD has two dimensions: the materiality of impacts (positive & negative impacts) and financial materiality (risks & opportunities). A sustainability aspect fulfills the criterion of double materiality if it is material from the point of view of impacts and/or from a financial point of view, and must then be reported in accordance with the CSRD.

EBIT

Earnings before interest and taxes. EBIT is the operating result of a company for a financial year.

EBT

Earnings before taxes. Output metric for determining earning power independently of uncontrollable tax effects. It is also suitable for measuring profitability in an international comparison.

EBT margin

EBT divided by revenue. The EBT margin is an indicator of a company's efficiency and profitability.

Equity method/At equity

Method for recognition of equity investments that are not included in the consolidated financial statements with all assets, liabilities and equity on a consolidation basis. In this case, the carrying amount of the investment is increased or reduced by the change in the proportionate equity of the



investment. This change is recognized in the parent company's statement of profit or loss.

German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG)

Law on corporate due diligence for the prevention of human rights violations along the supply chain in force in Germany from January 1, 2023.

Global Emission Model for Integrated Systems (GEMIS)

Life cycle and material flow analysis model with integrated database for energy, material and transport systems. It is offered for download free of charge by the International Institute for Sustainability Analyses and Strategy (IINAS) and is used in over 30 countries for environmental and cost analysis.

Global Reporting Initiative (GRI)

An international organization that develops standards for sustainability reporting involving various stakeholders (including corporations, and human rights and environmental organizations). The GRI standards are the most widely used framework for sustainability reporting across the globe.

Greenhouse Gas Protocol

The world's most widely used standard for uniformly measuring greenhouse gas emissions and the related reporting.

Information Security Management System (ISMS)

An Information Security Management System (ISMS) defines structures and processes that can be used to ensure, control, monitor and continually improve information security in a company.

Lean management

Approach to process optimization to minimize waste and harmonize processes.

Power Purchase Agreements (PPA)

A PPA is a power supply contract concluded between a power consumer (business or end user) and a power producer (in this case, renewable energies). A distinction is made between on-site PPA (electricity generation at the place of consumption, e.g. rooftop photovoltaic systems) and off-site PPA (electricity generation not at the place of consumption, e.g. offshore wind farms).

RoCE

Return on capital employed. Business key performance indicator that measures how efficiently companies use the capital invested. RoCE is calculated by dividing EBIT by the capital invested in the company.

Science Based Targets initiative (SBTi)

Association of leading environmental and climate protection organizations that define a framework that allows companies to reduce their own greenhouse gas emissions on a scientific basis. One objective under the requirements of the SBTi is to reduce global warming to well below 2°C, in line with the requirements laid down in the Paris Climate Agreement.

Six Sigma

Management system for process improvement, statistical quality targets and, at the same time, a method of quality management. Its core element is the description, measurement, analysis, improvement and monitoring of business processes by statistical means.

Sustainable Development Goals (SDGs)

In 2015, the United Nations adopted a total of 17 Sustainable Development Goals (SDGs), which are to be implemented by 2030. The SDGs shape the debate on sustainability at national and international level and, as a global target system, offer a common language and a compass for the challenges faced in the 21st century.

United Nations Global Compact

A global pact between businesses and the United Nations to make globalization more socially and environmentally sustainable. Members undertake to comply with ten principles in the areas of employee and human rights, environmental protection and the prevention of corruption. The UN Global Compact Network Germany supports companies in strategically anchoring the ten goals within Germany.



CSR Index

BREMER LAGERHAUS-GESELLSCHAFT -Aktiengesellschaft von 1877-, Bremen, and BLG LOGISTICS GROUP AG & Co. KG, Bremen, as joint parent companies, prepare voluntary combined financial statements and have been integrating a non-financial group report (NFR) with the information required under the CSR Directive Implementing Act into their sustainability reporting for several years. The 2024 sustainability report was prepared in accordance with the GRI standards.

The following table provides an overview of the content of non-financial reporting and the classification of the aspects to be reported on, determined according to the principle of materiality (in accordance with section 315c of the German Commercial Code).

The non-financial Group report deals with content identified as material under the CSR Directive Implementing Act for consolidated BLG companies. The EUROGATE joint venture is responsible for the CONTAINER Division, whereby CSR-relevant topics are managed separately from BLG LOGISTICS. Contents of the non-financial report for the EUROGATE company included at equity are therefore presented on ► pages 76 to 78.

Components of the NFR	Relevant content	Page number Sustainability Report
Business model	Brief description of the business model of BLG LOGISTICS	8 to 11
Sustainability management	Responsibilities (control and authorizations)	14 to 15
	Governance (management structure including competencies and remuneration model)	24
Materiality analysis	Selection of relevant report content	22 to 23
Risk management	Presentation of material risks relevant to CSR	26 to 29
Environmental topics	Climate Protection	33 to 39
	Energy Management	40 to 44
Employee topics	Fair Working Conditions and Human Rights	49 to 52
	Training and Education	53 to 56
	Occupational Health and Safety Management	57 to 60
Respect for human rights	Fair Working Conditions and Human Rights	49 to 52
	Compliance	68 to 71
	Risk management	26 to 29
Anti-corruption and anti-bribery	Due diligence along the supply chain	30 to 31
	Compliance	68 to 71
Social topics	The materiality analysis did not identify any issues that are significant within the meaning of the CSR Directive Implementation Act. Social matters are therefore not included in the NFR.	



Contact

Sustainability

Yvonne Bonventre

Telephone: +49 421 398 2817

Email: green-logistics@blg.de

Read it online!

The online version offers you a lot of additional information, videos and a KPI calculator. There you will find the Financial Report, Sustainability Report and the online magazine.

reporting.blg-logistics.com



Legal Notice

Publisher

BLG LOGISTICS GROUP AG & Co. KG

Präsident-Kennedy-Platz 1

28203 Bremen, Germany

www.blg-logistics.com

Editorial team

Yvonne Bonventre

(responsible within the meaning of the German Press Act)

Christina Hofmann

Human resource and financial data

BLG LOGISTICS GROUP AG & Co. KG

Personnel and Social Report 2024

Financial Report 2024

Copy

segmenta communications GmbH, Hamburg

Design

nexxar GmbH, Vienna

Photo credits

Lucas Wahl: page 4

BLG LOGISTICS: pages 63 to 65

Mercedes-Benz Werk Bremen: page 64, middle

Ambulante Versorgungsbrücken e.V.: page 65, left

Copyright: the articles and images contained in the report are protected by copyright. All rights reserved.