



Sustainability Report 2024



***DYNAMIC***

***Responsibility cannot  
be shared, but it can be  
borne jointly.***

Walter Jakoby



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### Read it online!

The online version of the 2024 Annual Report provides you with a lot of additional information, videos and a KPI calculator.

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**Michael Blach**

Member of the Executive Board  
Head of the Division CONTAINER

**Matthias Magnor**

Chief Executive Officer (CEO)

**Axel Krichel**

Member of the Executive Board &  
Chief Operating Officer (COO)

**Ulrike Riedel**

Chief Human Resources Officer &  
Labor Director

**Christine Hein**

Member of the Executive Board &  
Chief Financial Officer (CFO)



# Foreword by the Board of Management

## Dear readers,

Dynamic - by definition, this is a force for transformation and development. A force that drives, moves and changes. Therefore, "Dynamic" is the perfect headline for our 2024 financial year.

Over the past year and beyond, we have witnessed the demands placed on the global supply chain network changing at an accelerated pace. Geopolitical changes, multiple crises, investment pressure, digitalization, automation, artificial intelligence (AI) as well as climate disasters and the process of adapting to the rising environmental awareness in the population are drivers of constant transformation. In response, companies need to integrate sustainable practices into their supply chains.

Our employees are the backbone of our success. Their tireless dedication and passion are the driving force of BLG. Together, we were not only able to close the 2024 financial year with great results, but to set new standards in doing so. In a world that is constantly changing, we have been flexible in our response to the challenges faced, while consistently pursuing our strategic objectives. The success of this approach is reflected in our results for the period, the expansion of our services and the strengthening of our position as one of the leading seaports and logistics service providers.

BLG LOGISTICS closed the 2024 financial year significantly better than expected. While Group revenue was up slightly from the previous year, increasing by EUR 10,629 thousand to EUR 1,220,664 thousand, total comprehensive income (EBT) exceeded expectations at EUR 91,791 thousand.

The primary drivers behind this success are the AUTOMOBILE and CONTAINER Divisions, with the results achieved by the AUTOMOBILE Division once again improving on the previous year. Factors that have contributed to this include good utilization of capacity and productivity at the seaport and inland terminals, our performance in technical services, unscheduled spot transactions and less reliance on subcontractors.

Despite the tough economic situation and geopolitical crises, the CONTAINER Division was able to close the 2024 financial year with earnings significantly above expectations. The EUROGATE Group benefited from additional earnings from storage fees and reefer revenues. However, there have also been significant increases in volumes at several locations.

The CONTRACT business unit is below expectations in the 2024 financial year. In the reporting year, higher volumes, increased productivity and additional business were

unable to fully compensate for the often sharp declines in volumes due to reduced demand, particularly when it came to car part logistics and industrial logistics at individual locations, as well as various one-off effects.

## Highlights of the Year

For many years, our BLG AutoTerminal Bremerhaven has been open to car manufacturers from all over the world. In February, we had the privilege of welcoming the BYD Explorer No. 1 to our port on its maiden voyage. BYD's decision to opt for the port underlines the importance of our location as an international hub for automotive logistics.

Our ability to act effectively and flexibly has not only navigated us safely through the challenges faced over the past year, it has also helped to strengthen our market position. German ports play a crucial role when it comes to the energy transition. In Bremerhaven, BLG LOGISTICS and EUROGATE have been working together under the Eco Power Port brand since 2024.

In the reporting year, we expanded our international activities, entered into new partnerships and put our feelers out towards Turkey. Turkey's strategic location, linking continental Europe with the Middle East and Asia, makes it an ideal transport center and international logistics hub.



2024 was also marked by changes in the Board of Management. After twelve years at the helm of BLG LOGISTICS, Chairman of the Board, Frank Dreeke, left the company at the end of the year. Matthias Magnor, an experienced helmsman, took over on January 1, 2025. He has successfully managed the transformation of BLG's operational divisions over the past three years, as Chief Operating Officer. Axel Krichel took over the role of COO on January 1, 2025.

Over the past year, we also worked hard to further streamline the strategic alignment of our sustainability management and we further anchored the sustainability targets set in the previous year within the company. Reviewing the priorities set according to the principle of double materiality played a key role in these efforts. The results will help us to be even more focused and consequently more effective in the future when it comes to reconciling economic performance, social commitment and environmental responsibility. As part of our Climate Mission, we have begun preparing for the more stringent climate objective in line with the 1.5°C target adopted in the Paris Agreement. As one of the key levers in this regard, the company will rely entirely on green electricity from 2025 onward. To this end, BLG is combining its own and purchased green electricity with individual power purchase agreements (PPAs) concluded with green energy projects. We will continue to leverage all potential between now and 2030, and to work on targeted decarbonization initiatives.

One of the key tasks in the coming years will be to maintain the momentum that we have gained through numerous success stories and positive developments, despite inconsistencies in global politics and economic challenges, and

to utilize this to achieve sustainable development - not only at BLG, but in the logistics industry as a whole.

We are all up against a number of major challenges, but therein also lie numerous opportunities. Our plans as the BIG Group are ambitious. While we appreciate that economic and social uncertainties will continue or increase, with our new management team, we have set the course for sustainable growth and continued success. Nevertheless, we remain on course and will continue to be an anchor for stability and a partner for reliable and secure business - for our customers, partners and employees alike. Our result from 2024 provides us with a solid basis on which to successfully continue BLG's long-established history in these dynamic times. International. Digital. Agile.

#### THE BOARD OF MANAGEMENT

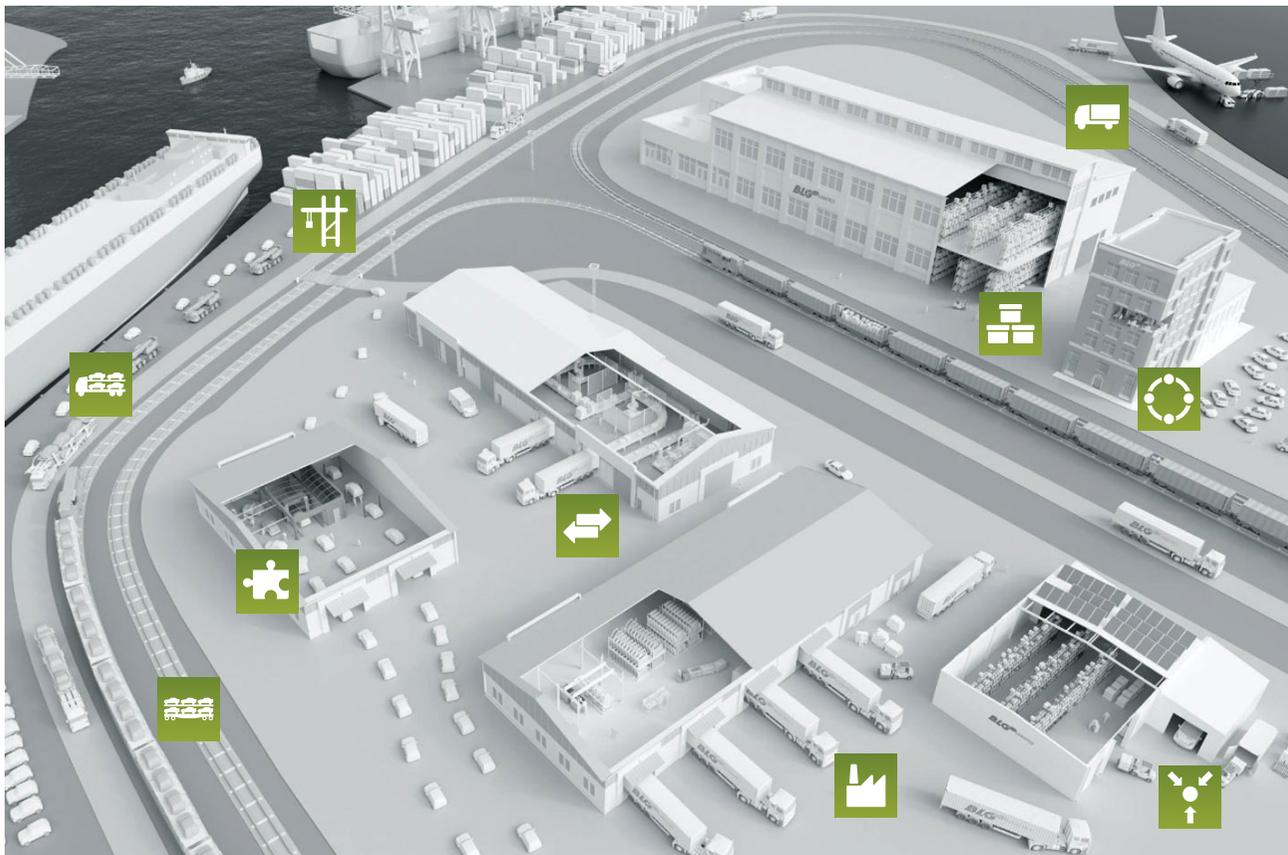
### Read it online!



The online report contains a longer version of the foreword with quotes from the members of the Board of Management.

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

# Services at a Glance



- 
**Production logistics**  
 Supplying final assembly through optimum preparation of parts and components.
- 
**Procurement logistics**  
 Ensuring availability of stocks via management and monitoring of procurement processes.
- 
**Reverse logistics**  
 All logistics processes for returning goods or materials into the product cycle.
- 
**Supply chain management**  
 Organization of integrated logistics chains in project and process management, technology, IT, and quality.
- 
**Value-added services**  
 Value-creating activities such as technical processing, cleaning or surface treatment for finished vehicles.
- 
**Distribution logistics**  
 Distribution of goods from production plants or central warehouses to the customers.
- 
**Cargo handling logistics**  
 Extensive network of seaport and inland terminals.
- 


**Transport logistics**  
 Secure transport of finished vehicles and other goods via road and rail, by sea and air.



# Company Profile

BLG LOGISTICS GROUP AG & Co. KG (BLG KG), headquartered in Bremen, is an international seaport and logistics service provider. We offer comprehensive system services in automotive, contract and container logistics along the entire supply chain and develop innovative logistics solutions for the future. Our customers include leading car manufacturers as well as well-known companies from trade and industry. With nearly 100 branches and locations in Europe, America and Africa, BLG LOGISTICS is represented in all of the world's major growth markets. [www.blg-logistics.com](http://www.blg-logistics.com)

Our company is managed by privately structured BREMER LAGERHAUS-GESELLSCHAFT -Aktiengesellschaft von 1877-(BLG AG), with the Free Hanseatic City of Bremen as the main shareholder. The management of BLG KG is the responsibility of the Board of Management of listed BLG AG, which acts on its own responsibility. In the reporting period, there were no personnel changes on the board. Long-time CEO Frank Dreeke left the company on December 31, and Matthias Magnor, former COO, took his place as chairman of the Board of Management, with Axel Krichel taking over the COO role from January 1, 2025. The 16-member Supervisory Board, which consists of an equal representation of employees and shareholders, supervises and advises the Board of Management on its duties. For more information on the composition of the

Supervisory Board, selection procedures and responsibilities, see the Governance section starting on ► page 24.

The Group generated sales revenue of EUR 1.22 billion in the 2024 financial year. Detailed key financial figures can be found in our Financial Report. [www.reporting.blg-logistics.com](http://www.reporting.blg-logistics.com)

## Our ownership structure

As of December 31, 2024, the Free Hanseatic City of Bremen (municipality) was the main shareholder with 50.4 percent of the shares in BLG AG. Other significant institutional investors are Finanzholding der Sparkasse Bremen and Panta Re AG, each with a 12.6 percent share, and the Waldemar Koch Foundation, Bremen, which owns 5.9 percent of the shares. 18.5 percent of shares are in free float. The Group's legal structure can be found in the 2024 Financial Report. [www.reporting.blg-logistics.com](http://www.reporting.blg-logistics.com)

## AUTOMOBILE - Intelligent vehicle logistics from A to Z

BLG LOGISTICS' AUTOMOBILE division is one of the leading providers of technical and logistics services for the international automotive industry. We make use of multi-modal transport and combine tailor-made, innovative, technical services. Distribution takes place by road, rail and inland waterways. In addition to our terminals in

Bremen, Bremerhaven, Cuxhaven, Hamburg and Gdansk, we also operate other terminals on the Rhine and Danube rivers. In 2024, the network was extended to include another modern terminal: a new domestic terminal for automotive logistics, with space for up to 15,000 vehicles, will be put into operation in Ahlhorn from 2025. Our network is supported by a fleet of trucks with about 500 of our own car transporters, exclusively used for BLG LOGISTICS, ensuring a seamless logistics chain.

The BLG AutoRail is specialized in the transport of vehicles by rail and has a fleet of almost 1,500 open car transport wagons, including 200 flat wagons. The modern, flexible equipment uses only green electricity in the German and Austrian rail network. In addition, our subsidiary BLG RailTec takes care of wagon maintenance in the area of rail-bound car transport. In this way, we guarantee full coverage of the integrated logistics chain from the manufacturer to the end customer. We are consistently expanding our logistics network with smart digital solutions and sustainable concepts for environmentally friendly transport. As one of the leading automotive logistics companies in Europe, we set ourselves apart by breaking new ground and finding individual solutions. This is also evident in projects such as the connection from our Kelheim car terminal to Kösekoy - one of the largest logistics centers of the Turkish State Railway - which has



been served by two car trains every month since 2023. In 2024, the network with Turkey was further expanded in the AUTOMOBILE Division.

Meanwhile, cooperation with Chinese car manufacturers in particular has been further strengthened at BLG AutoTerminal Bremerhaven, which is increasingly becoming a hub for car transport between Asia and Europe. At our terminals, we also offer comprehensive services such as handling, technical processing, quality control and customs clearance for electric vehicles, making an important contribution to the energy transition.

New capacities were created with new areas in the immediate vicinity of the car terminal in Bremerhaven. The first step on the newly commissioned site was handling and the assembly of two power station modules for Siemens Energy. In the south port, BLG LOGISTICS assembles systems and machinery that cannot be transported by road due to their weight and size, directly in deep water. In addition to space, we also make our expertise in heavy goods handling available to our customers.

Across the entire AUTOMOBILE network, BLG LOGISTICS handled, transported or technically processed around 4.4 million vehicles in 2024.

### **CONTRACT - Tailor-made logistics solutions**

In the CONTRACT Division, we manage complex logistics projects and offer our customers reliable solutions for upstream and downstream distribution. Our expertise and experience are focused on procurement, production and distribution logistics, returns and spare parts logistics, and freight forwarding services. We store, transport, pack and

unpack, process conventional orders, handle e-commerce and also offer a wide range of value-added services.

As logistics architects, we develop, plan and implement customized logistics solutions - from highly-automated logistics centers to manual in-house processing. The focus is always on professional project management, sustainability and adherence to high quality standards. Our customers are well-known brands from industry and trade, medium-sized companies as well as leading German and international automotive manufacturers. At more than 40 locations in Europe and across the globe, we operate in our own logistics centers as well as in the production areas and warehouses of our customers. Whether car parts, railway components, sports shoes, printers, fashion, furniture, biscuits or bathroom fittings - our expert teams create tailor-made service packages for a wide variety of goods.

In 2024, BLG LOGISTICS rented a logistics warehouse measuring just under 12,000 m<sup>2</sup> in the west of Berlin. This enabled us to further expand our business in Falkensee in time for the site's 10th anniversary: BLG expanded its energy technology business at the Falkensee III site. Other locations were added in Düsseldorf, Bocholt, Mühlheim and Butzbach, where we expanded our cooperation with existing customers.

In 2024, we also acquired a new major customer in the cargo sector. The company relocated all of its US shipments to Bremen in the reporting year. In future, around 500,000 m<sup>3</sup> of sawn lumber will be loaded onto charter and liner ships from there each year.

Over the course of the reporting year, we also adapted our land transport services and deployed 30 extended semi-trailers for efficient and sustainable goods transport. These can transport up to 10 percent more goods than conventional trailers. In 2024, the BLG Group's Roadfreight unit in the CONTRACT Division operated a fleet of 60 tractors and almost 120 trailers. Each year, they carry around 20,000 full loads. With this, we are facing an increased interest in larger transport volumes. At the same time, we are working intensively on the alternative drive and fuel options so we can implement them together with our customers.

In cases where orders came to an end or were not continued in 2024, it was possible to make an offer to all approximately 50 employees concerned to switch to the successor service provider or to find a new place within BLG. Our business with IKEA and Tchibo will come to an end in 2025, and the path for an employee transfer was already set in the reporting year.

The liquidation of BLG Logistics (Beijing) Co. Ltd. and BLG Freight, LLC was completed in 2024. The map provides an overview of the worldwide presence of our fully-consolidated companies, as well as other countries where the AUTOMOBILE and CONTRACT Divisions are active.

**CONTAINER - Box services**

In the CONTAINER Division, the EUROGATE Group, in which we hold a 50 percent stake, is one of the leading container terminal groups in Europe which is not shipping company-specific. Its core business includes container handling at nine terminal locations in Germany, Italy, Morocco, Cyprus and, from mid-2025, also Egypt. In addition, EUROGATE offers a number of other services, including seaworthy packaging, container depots, maintenance and repair, and intermodal transport.

In 2024, BLG LOGISTICS and EUROGATE joined forces under the new "Eco Power Port" brand to pool their many years of expertise in handling heavy goods and wind energy components. Sharing space at the Bremerhaven container terminal and other possible areas in the future in the south port creates valuable synergies - to the benefit of our customers and the entire wind energy industry. With specialized port facilities and a strong industrial infrastructure, the site offers optimum conditions for the handling, maintenance and production of wind energy components.

EUROGATE GmbH & Co. KGaA, KG is accounted for in our financial reporting using the equity method and any topics relating to CSR are managed separately from BLG LOGISTICS. The information in this report relates to the consolidated companies in the AUTOMOBILE and CONTRACT Divisions, including BLG AG and BLG KG

**Automobile and contract logistics**

■ Headquarters   ■ Countries with consolidated companies   ■ Other countries with business activities



<sup>1</sup> Representative office

<sup>2</sup> Business operations have been restricted since February 2022 due to the current conflict.

<sup>3</sup> Strategic partnership

(corporate departments). Information on the non-financial reporting for EUROGATE is presented separately on pages 76 to 78.



**More than 11,100 employees are helping to shape logistics**

Day in day out, our employees take responsibility for smoothly organizing the logistics for high-quality products. In 2024, BLG LOGISTICS employed an average of 11,119 people across the globe in its consolidated companies, including the CONTAINER Division (50 percent equity interest) (calculation according to section 267 (5) of the German Commercial Code). As of the reporting date, December 31, 2024, 8,888 employees across over 70 German sites were employed in the AUTOMOBILE and CONTRACT Divisions, as well as the corporate departments, and a further 919 employees at the international sites of our fully consolidated companies. Further detailed information on personnel statistics and development can be found in the SOCIAL section starting on ► page 48.

# KEY FIGURES

## Absolute GHG emissions

(Scopes 1 and 2, 2018-2024)



Total energy consumption

189

GWh

Employees worldwide



Women in management levels



Collective bargaining coverage



Segregated waste collection rate



# Strategy

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# Sustainability Management

Sustainability is an integral part of our entire business and extends to all processes, departments and responsibilities. We strive to continually improve in this area and regularly check whether we are achieving our goals. It is important to us to analyze the progress made and to remain open to external impulses and developments at all times. The past few years have shown that the consistent implementation of our strategy is successful. This success, but also the increasing expectations of our customers and employees, as well as the stricter legal requirements, motivate us to continue on our chosen path.

Reducing and managing our own emissions and those along our supply chain remain central elements of our sustainability strategy. Our climate protection target, which has been validated by the independent Science Based Targets initiative (SBTi), forms the basis of this. In order to make an even greater contribution to achieving national and global climate objectives, at the end of 2023 we decided to tighten this target once again and align it with the 1.5°C target laid down in the Paris Climate Agreement. Validation of this renewed target by SBTi is still pending as of the reporting date. In addition, our sustainability management includes other key issues, such as the protection of human rights along the supply chains and the guarantee of comprehensive occupational health and safety for our employees.

Our economic and geopolitical environment remains challenging. After an overall weak economic year in 2023, the global economy continued to grow at a very moderate pace in 2024. Global industrial production and trade in goods lost considerable momentum, particularly in the second half of the year. While private consumption and the related services provided a positive stimulus in the last quarter of 2024, these were held back by the geopolitically uncertain situation. In addition, we are facing increasing customer demands in terms of speed, agility and quality of delivery, while environmental awareness is also increasing in society, as are customer expectations when it comes to climate protection. The shortage of skilled workers also remains an important issue. These and other changes in the framework conditions - as well as any needs that may arise therefrom - are incorporated into our work on sustainability without changing what lies at the core of our projects and objectives. At the same time, the fact that implementation is sometimes delayed together with the lack of binding legislation in the area of sustainability management lead to uncertainties when it comes to implementation and planning for companies.

Our long-term goal remains to combine economic performance, social commitment and environmental responsibility. By looking at these three perspectives equally, we create a holistic understanding of opportunities,

challenges and interactions that enables us to act responsibly in all areas. Our sustainability management is accordingly based on the three ENVIRONMENTAL, SOCIAL and ECONOMIC pillars. As part of an update to the 2021 materiality analysis, these pillars have been assigned the current specific fields of action where we are driving sustainable change forwards. This strategic orientation of our sustainability management was comprehensively reviewed once again in the reporting year against the background of the upcoming Corporate Sustainability Reporting Directive (CSRD). The results of our double materiality analysis, in accordance with the requirements laid down in the European Sustainability Reporting Standards (ESRS), are currently being further processed and will provide an essential basis for our future sustainability management concept. Further information on updating our material topics according to CSRD can be found in the Materiality Analysis section starting on ► page 22.

Our commitment is also guided by external initiatives and frameworks. For example, back in 2022 we signed the United Nations Global Compact and committed ourselves to integrating its ten principles into our corporate strategy, culture and everyday business.



### Responsibilities and management accounting

Responsibility for the management, further development and implementation of sustainability management lies with the Sustainability Corporate Department, which also produces this report. The sustainability-related tasks undertaken in the AUTOMOBILE and CONTRACT Divisions are brought together here. In addition to the overall sustainability strategy, the department is also responsible for the management system in line with the Supply Chain Due Diligence Act (*Lieferkettensorgfaltspflichtengesetz*, LkSG), calculating our energy and carbon inventories and supporting energy management across divisions. The department is assigned to Finance area of responsibility and reports directly to the CFO.

The team brings sustainability topics and initiatives into the company and acts as a central interface. In doing so, particular emphasis is placed on defining, implementing and measuring sustainability goals. In the reporting year, it was established that reports on the sustainability goals defined in 2023 should be submitted quarterly within the company. Within the scope of financial reporting, the Board of Management and senior executives are now informed four times a year about where the company is at when it comes to achieving our quantitative sustainability goals, which allows for targeted control of key performance indicators. The Sustainability Board (SSB) helps with achieving the goals: established in 2021, it brings together representatives from the Sustainability, Legal, Insurance & GRC, Purchasing, Financial Services/Investor Relations, Human Resources, Safety & Environmental Protection and Integrated Management Systems corporate departments. In the reporting year, the reporting system, which was initially established within the German

companies, was also implemented in the three consolidated foreign companies. An overview of our goals, including the progress achieved in 2024, can be found in the table on ► pages 18 and 19.

Responsibility for social sustainability and, in particular, the interests of our employees lies with the Human Resources Corporate Department, which was represented on the Board of Management by our Labor Relations Director in the reporting year. Sustainable action within the company is only possible if we develop together as an organization – and we rely on continuous feedback and dialog. Under the umbrella of our #ErfolgBrauchtAlle (#SuccessDependsOnEverybody) initiative for cultural change, the Board of Management and senior executives can be given direct feedback as part of recurring formats. The culture and message behind #ErfolgBrauchtAlle were increasingly incorporated into our corporate wording over the reporting year in order to place stronger emphasis on “success”. The message was also channeled into our “Take the Lead” senior executives program. Success stories were also published “wir” (we), our employee magazine, among other initiatives. Furthermore, the change in the BLG brand was given further impetus with a logo refresh – in the spirit of a company which is seen as successful from both inside and out.

### Values, guidelines and management systems

Committed, respectful, passionate, responsible and open to change: these are the corporate values that form the basis of our overall shared culture and also serve as fundamental guideposts for our sustainability management. Our set of guidelines unites the legal and ethical standards that we are committed to upholding. It is not only a valuable

guide for our staff in their day-to-day work, but it also makes it clear to our partners and suppliers what requirements we place on them. In addition, our compliance system ensures that we observe all relevant laws and basic principles – detailed information on this can be found in the relevant section starting on ► page 67.

Our sustainability strategy is supported by established and largely certified management systems in the areas of quality management, environmental management, energy management and occupational health and safety management. We have also implemented management systems for compliance and information security. Detailed information on these systems can be found in the respective sections. We document the central elements of our corporate governance structures in our Corporate Governance Report, which also includes the corporate governance statement in accordance with section 289a of the German Commercial Code. The report focuses on the corresponding statement by the Board of Management and the Supervisory Board, significant corporate governance principles that go beyond the legal requirements, and a detailed description of the working methods and composition of both boards. For more information, see the Governance section starting on ► page 24.

### Rankings and awards

BLG Handelslogistik GmbH & Co. KG is a member of the Advisory Board of the Lean & Green not-for-profit initiative, and we won the Lean & Green Award back in 2015, with the 1<sup>st</sup> Star following in 2021. Thanks to our consistent CO<sub>2</sub> reductions, we will be awarded the Lean & Green 2<sup>nd</sup> Star in 2025. In order to obtain an objective picture of our sustainability performance, we regularly have it externally



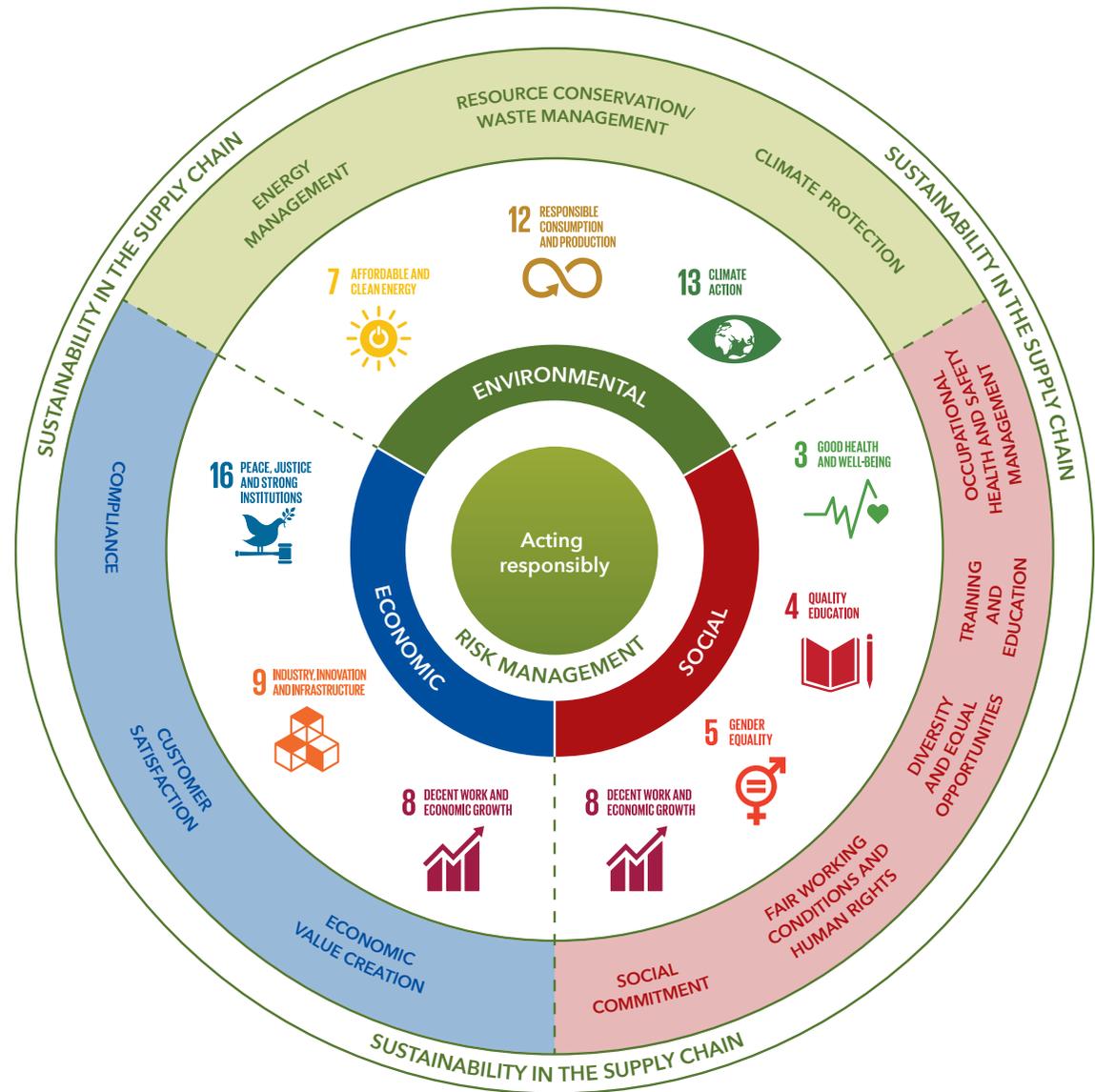
evaluated. In 2024, we once again completed the EcoVadis sustainability assessment and received a CSR bronze rating for 2025 - placing us among the top 35 percent of the companies assessed in our industry. In the reporting year, we also submitted our emissions data to the Carbon Disclosure Project (CDP) for the fourth time. We were able to maintain our level and achieved a "B" rating in the climate sector once again.

## Our Sustainability Approach

For us, acting sustainably means striking a balance between economic performance, social commitment and responsibility for the environment. Our goal is to incorporate each of these three perspectives into our decisions and to anchor this form of holistic consideration deeply within our processes and throughout the company. In this way, we can develop a comprehensive understanding of the interrelationships in order to overcome challenges and make the best possible use of opportunities - not only for us as a company, but also in terms of the sustainable logistics of tomorrow.

Simply put: we want to act responsibly in every respect. This aspiration forms the basis of what we do. We have assigned eleven fields of action to the three ENVIRONMENTAL, SOCIAL and ECONOMIC pillars. They illustrate how our business impacts the environment and society and, conversely, how it is shaped by them. Here we set ourselves clear goals, strive for change and want to make an active contribution to progress.

The United Nations' Sustainable Development Goals (SDGs), with the overarching goal of global sustainable development, are also used as a guideline. We also want to contribute to their achievement and focus on nine selected SDGs that are particularly closely linked to our business.



## Our Sustainability Commitment Goals

Our sustainability goals are the result of continuous internal and external dialog. This allows us to tighten up, integrate new aspects or adjust KPIs if necessary. The goals listed here were adopted in 2023 and have been in force in this form since 2024, and later in some cases. They sometimes replace previous objectives, and in other cases, they have been completely developed from scratch. In the Status column, we give a quick overview of where we currently stand in terms of achieving the goals.

SDG reference	Field of action	Target	Status 2023	Status 2024	Target horizon
<b>Climate Protection</b>					
	We will achieve net zero and in doing so reduce our CO <sub>2</sub> emissions within the company and externally. This goal is closely aligned with the Paris Climate Agreement.	SBTi well below 2°C <ul style="list-style-type: none"> <li>30% absolute reduction in Scopes 1 &amp; 2 (-15% by 2024)</li> <li>15% absolute reduction in Scope 3 (-7.5% by 2024)</li> </ul> From 2025: more stringent target of 1.5°C* <ul style="list-style-type: none"> <li>50.4% absolute reduction in Scopes 1 &amp; 2</li> <li>30% absolute reduction in Scope 3</li> </ul> (2018 baseline)	€ <ul style="list-style-type: none"> <li>-18.4%</li> <li>-27.4%</li> </ul>	<ul style="list-style-type: none"> <li>-17.4%</li> <li>-20.4%</li> </ul>	By 2030
<b>Energy Management</b>					
	We are continuously working to increase our energy efficiency as well as the share of renewables. To achieve the latter, we rely both on the purchase of green electricity as well as increasing our own production via photovoltaics.	100% green electricity	59% (incl. support from the Renewable Energy Sources Act)	49.2% (incl. support from the Renewable Energy Sources Act)	By 2025
<b>Waste Management</b>					
	We take responsibility for the environmentally compatible use of resources and aim to reduce our waste volume by avoiding, reducing, recycling and reusing waste.	≥ 90% segregated waste collection rate	88%	85.3%	annually
<ul style="list-style-type: none"> <li>Still pending</li> <li>In progress</li> <li>On track</li> <li>Achieved</li> <li>€ Relevant for remuneration</li> </ul>					

\* The Science Based Targets initiative (SBTi) has yet to validate the more stringent climate target as of the publication date.

SDG reference	Field of action	Target	Status 2023	Status 2024	Goal horizon
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**Fair Working Conditions & Human Rights**



	Our employees are crucial to our success. We offer them safe and attractive jobs with fair wages, and are also mindful of the working conditions of the people in our supply chain.	100% of our own employees and temporary employees are covered by collective agreements (or at least with a comparable wage level)	97.7%	97.3%	annually
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**Training & Education**



	In addition to qualifications, our training programs also take into account individual backgrounds and circumstances. We offer our employees opportunities for further development throughout their entire careers.	From 2025: ≥ 2.0% trainee ratio	1.9%	2.3%	annually
		≥ 5.5 centrally recorded training hours per employee p.a.	4.8 h	9.9 h**	by 2025

**Occupational Health & Safety Management**



	We take responsibility for providing a safe working environment with a focus on accident prevention.  We also support our employees in staying healthy through a number of preventive measures.	0 fatal accidents	0	0	annually
		By 2024: ≤ 35 accident rate (per 1,000 employees)	40.6	36.3	annually
		From 2025: reduce the accident rate (LTIFR) by 10% annually	N/A	29.1	annually

**Diversity & Equal Opportunities**



	We employ people from more than 60 nations and respect their diversity. We also grant our employees equal career opportunities and in particular promote women in management.	≥ 30% proportion of women on average in management levels 0-3	26.3%	26.3%	by 2025
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**Compliance**



	We conduct our business in accordance with the law. We involve the entire organization by providing information and sharing knowledge.	From 2024: 90% of management staff (management levels 0-3) have a valid compliance training certificate	90.8% <small>(within a three-year cycle)</small>	100%	annually
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Still pending  
 In progress  
 On track  
 Achieved  
 Relevant for remuneration

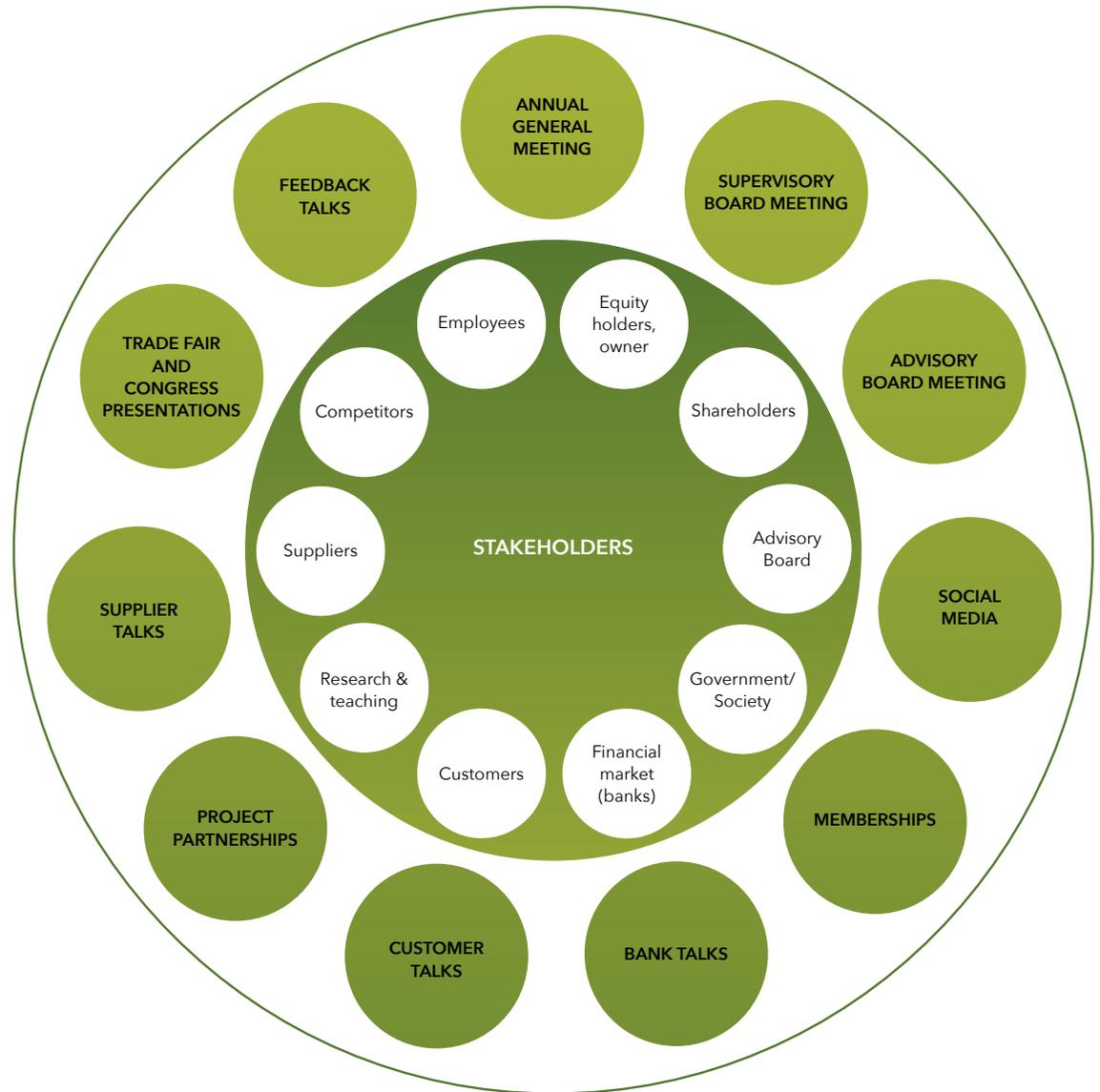
\*\* The qualification courses that are decently organized and run were recorded centrally for the first time in 2024.

**Fostering dialog with our stakeholders**

When formulating the direction and the goals of our sustainability management, we take the perspectives and interests of our stakeholders into account. This includes all persons or groups that are directly or indirectly affected by our business, both now and in the future. We regularly exchange information with many, giving special priority to our customers’ interests. We communicate with them closely and fairly – all the more so if we work directly with them at our branches or operate on their premises. During the development of new logistics locations or joint large-scale projects, this cooperation intensifies even more, giving us focused, valuable feedback.

Our employees’ expectations are of equal importance to us, which is why we incorporate them into our decisions. The dialog formats described nearby, as well as the personal conversations between colleagues or with managers, are of great importance. With particular regard to sustainability, we survey the people at BLG annually about employee mobility - reducing the associated emissions is part of our climate protection strategy.

We are in constant communication with the City of Bremen, our largest shareholder. In doing so, we provide information, participate in exchanges and, not least, support the Bremen climate protection goals through our own commitment to mitigating climate change and our ambitious climate targets.





### Important memberships in associations, organizations and initiatives

- German Logistics Association (BVL)
- German Transport Forum, Berlin
- Business association Wirtschaftsverband Weser, Bremen
- Company association Bremische Häfen, Bremen
- German Freight Forwarding and Logistics Association, Berlin
- United Nations Global Compact (UNGC)
- AKJ Just-in-Time Working Group
- Association of European Vehicle Logistics (ECG)
- "Wirtschaft pro Metropolregion e.V." Development Association
- Central Association of German Seaport Operators (ZDS), Hamburg
- Taskforce "Sustainable Heavy Goods Transport" of the German Energy Agency (dena)
- Charter of Diversity
- Sponsor of the Bremer Diversity Award
- Lean & Green
- Partnership of Environmental Enterprises (PUU)
- Mobility2Grid
- Institute of Shipping Economics and Logistics (ISL)
- UN Global Compact Network Germany
- Bremische Hafen- und Logistikvertretung e.V.
- Stifterverband für die Deutsche Wirtschaft

Our participation in the Überseehafen Round Table, which is organized by bremenports and led by the Senator for Economic Affairs, Ports and Transformation, also underlines our commitment. As a member of the steering group, we are working with the participating companies to achieve our common goal and ensure a permanently resilient energy supply at Bremerhaven international port, while also making the site CO<sub>2</sub>-neutral. We reach other important groups through individual formats – please refer to the graphic on ► page 20. In addition, we benefit from the fact that virtually all significant stakeholders have a seat on the Supervisory Board with representatives from business, banking, the workforce, trade unions and the public sector.

Our Advisory Board is made up of scientists specializing in sustainable logistics, process innovation in logistics and

junior management training, as well as representatives from business, trade associations and the media.

We firmly believe that the transformation to a sustainable economy can only be achieved by working together. As such, we work in associations and professional groups together with partners, institutions and competitors to overcome emerging challenges. Among other things, Frank Dreeke, CEO of the company until the end of the reporting year, was an active member of the Board of the Central Association of German Seaport Operators (ZDS) during the reporting year, having previously been chairman for many years. In 2025, Matthias Magnor became a member of the Board. The ZDS constitutes a central link between port industry and politics. Frank Dreeke was also a member of the Board of the German Transport Forum (DVF) and vice-chairman of the Supply Chain Network

(BVL). As of 2025, Matthias Magnor has taken over the role as a member of the Presiding Board of the German Transport Forum. We are also involved in the BVL "Nachhaltig gestalten" ["Acting sustainably"] group and are a member of the steering group for the "Sustainable Heavy Goods Transport" taskforce at the German Energy Agency (dena). The platform aims to reduce emissions in heavy goods transport and in connection with this, support political energy transition objectives – while concurrently providing long-term planning and investment security for stakeholders. In the reporting year, a position paper on the taxation of fuels based on their climate impact was published, which provides a comparison, analysis and recommendation on amending the German Energy Tax Act for successfully defossilizing heavy goods transport.

As a long-standing member of the Association of European Vehicle Logistics (ECG), we are committed to supporting the interests of the finished vehicle logistics industry in Europe. The ECG and, in particular, the ECG Academy training program, is highly relevant for the exchange within the industry.



# Materiality Analysis

This Sustainability Report is a central part of our annual overall reporting and was produced in accordance with the GRI standards for the last time for 2024. The corresponding GRI content index is available online. [www.reporting.blg-logistics.com](http://www.reporting.blg-logistics.com) As usual, the CSR index on ► page 81 links the relevant topics for non-financial reporting (NFR) with the respective sections in the report.

Against the backdrop of the Corporate Sustainability Reporting Directive (CSRD), which we will have to abide by in the future, in 2024 we took the first steps to prepare for the associated European Sustainability Reporting Standards (ESRS), which, in our case, will replace the GRI standards. A key focus was on updating our existing materiality analysis, taking into account the requirements for a double materiality analysis (DMA). During implementation, we considered both the potentially material sustainability issues according to the ESRS as well as the company-specific issues addressed so far. We will publish the results of the DMA for the first time in the 2025 sustainability report, although it is already evident that, substantively, there will be a high degree of overlap with the topics covered and reported here as part of sustainability management.

## Subject matter and reporting scope

Our reporting includes the fully consolidated companies of the BLG LOGISTICS GROUP, exclusively assigned to the AUTOMOBILE and CONTRACT Divisions. Both these divisions and our corporate divisions have been taken into account in determining and selecting material topics and prioritizing content for the non-financial statement.

This report focuses on the BLG companies in Germany, which still make up the majority of our business, accounting for 90.6 percent of employees and 95.9 percent of the revenue of the consolidated locations. In order to comprehensively depict our sustainability performance, we are continually working to further expand data collection and availability for our companies abroad. For several years now, we have included the consumption of the relevant international locations in our energy and greenhouse gas inventory and were able to complete this process in the reporting year. With the last report, we also began presenting differentiated human resource KPIs at the individual country level. For the first time this year, the compliance training rates at our overseas companies were also recorded and presented.

The third division, CONTAINER is represented by the EUROGATE Group, in which BLG LOGISTICS holds a 50 percent stake. It is the leading shipping line-independent

container terminal group in Europe and independently manages the areas that are material for the non-financial statement - including energy, environment, personnel and compliance. We therefore present the NFR topics relevant for the CONTAINER Division separately starting on ► page 76.

## Identifying and selecting the reported topics

In addition to a detailed materiality process from 2018, annual topic checks and a comprehensive internal review of the materiality in 2021, the basis for determining the topics covered in this report is an internal validation carried out again in 2023. The aspects were reassessed in terms of their importance for our business success and in terms of the impacts of our business on the environment and society. In this way, we ensure that the content remains relevant and that current developments and new findings are considered. Independently of this, in 2024 we continued to use the key performance indicators previously collected in line with the GRI requirements.

A comprehensive process was initiated in the reporting year to redesign the existing materiality analysis in accordance with CSRD requirements. A central part of the required DMA is the identification of potential and actual positive and negative impacts of our business on the environment and society (impact materiality). At the same time, opportunities and risks arising from external sustainability factors for us and the long-term success of the company are considered (financial materiality). These aspects were collected in workshops with the specialist departments and then quantitatively evaluated. The results are used to derive the data points to be reported in accordance with the ESRS, which will form the substantive framework for the 2025 report.

**Weighting of the material topics**

We assigned our material topics to ENVIRONMENTAL, SOCIAL and ECONOMIC pillars and transferred them to the materiality matrix below according to their relevance for BLG LOGISTICS and their impacts on the environment and society. There they are ranked as important, very important, or highest priority. Only the latter are taken into account in our NFR. We have also assigned the topics to the SDGs, which we want to help achieve.

In the following, we describe our management approach to each material topic and map selected key performance indicators in accordance with GRI guidelines. In addition, we explain how we deal with NFR aspects and present the associated concepts, results, evaluation methods and other relevant key performance indicators. An overarching risk assessment can be found starting on [page 26](#).

**Materiality matrix 2024**





# Governance

## Management structure, governing bodies and selection processes

BLG AG is a company governed by German law and as general partner of BLG LOGISTICS & CO. KG, is responsible for the management of the latter. A central principle of German stock corporation law is the dual management system, in which there is a clear separation of personnel between the board of management as the executive body and the supervisory board as the oversight body. Both bodies work closely together in a relationship of trust to manage and oversee the company. The Board of Management regularly and comprehensively informs the Supervisory Board about all relevant topics such as strategy, planning, business development, financial performance and earnings, compliance and entrepreneurial risks.

The Supervisory Board consists of 16 members, half of whom are elected by shareholders and half by employees in accordance with the provisions of the German Codetermination Act. The Supervisory Board currently includes significant major shareholders, who have a majority of the voting rights, as well as independent members in the number specified by the Rules of Procedure. No former members of the Board of Management of BLG AG have any Supervisory Board mandates. The composition of the Supervisory Board takes into account the statutory gender quota, which must be satisfied separately for the shareholder and staff members. A competency profile

defined in 2018 ensures that all relevant knowledge and experience in relation to our business are represented in the supervisory board. This profile also explicitly addresses the area of sustainability/ESG, with a particular focus on topics such as climate protection, energy management, diversity and equal opportunities, training and education, fair working conditions, human rights, compliance and customer satisfaction. The Supervisory Board currently combines all the necessary competencies, and reviews are regularly conducted to determine which skills and expertise need to be strengthened when appointing new members.

The Supervisory Board is responsible for appointing and removing members of the Board of Management, determining the remuneration system for the Board of Management and submitting it for approval at the Annual General Meeting. In addition, it determines the total remuneration for the members of the Board of Management. In 2021, a new remuneration model was introduced that includes both financial and non-financial target figures: CO<sub>2</sub> emissions, trainee quota and the work-related accident rate per 1,000 employees. While the established, remuneration-relevant target figures were still used in the reporting year, they were adjusted to meet future requirements in 2023 as part of the revised sustainability target program. Among other things, it was decided to tighten the climate target in line with the 1.5°C target and to replace the previous accident rate per 1,000 employees

with the internationally-recognized Lost Time Injury Frequency Rate (LTIFR) starting from 2025.

Together with the Board of Management, the Supervisory Board is responsible for long-term succession planning for Board of Management positions, whereby we primarily aim to fill these positions from within our own company. The Board of Management is responsible for proposing a sufficient number of suitable candidates to the Supervisory Board. This decision is based on systematic management development that allows the Supervisory Board to ensure sufficient diversity in terms of professional training and experience, culture, internationality, gender and age when selecting board members, in line with our diversity concept. In its current composition, the Board of Management meets these requirements. As of December 31, 2024, the proportion of women was once again at 40 percent, which meets the statutory quota.

After twelve years at the helm of BLG LOGISTICS, the Chairman of the Board, Frank Dreeke, left the company at the end of 2024 as scheduled. The Supervisory Board appointed Matthias Magnor, a member of the Board of Management and Chief Operating Officer (COO) of the BLG Group since 2021, as his successor. As the new COO of both the AUTOMOBILE and CONTRACT, Divisions, Axel Krichel will complete the BLG Board of Management starting from January 1, 2025.



In addition to the Mediation Committee as required by law, the Supervisory Board has also set up an Audit, a Human Resources and an Investment Committee. The Audit Committee is responsible, among other things, for auditing the financial statements and management report for BLG AG drawn up by the Board of Management and the combined financial statements and combined management report for BLG LOGISTICS. It prepares the Supervisory Board's decisions on planning for the next financial year and deals with topics such as risk management and compliance. This committee consists of three shareholder representatives and three employee representatives, and the chairperson in the reporting year fulfills all statutory requirements regarding independence and expertise in accounting and auditing. The Human Resources Committee has equal representation, consists of the chairperson and deputy chair of the Supervisory Board, as well as six other Supervisory Board members. Among other things, it proposes suitable shareholder candidates for election to the Supervisory Board, advises on long-term succession planning for the Board of Management and decides on the employment contracts for Board of Management members. The Investment Committee consists of six members - three shareholder representatives and three employee representatives, chaired by the Supervisory Board Chair. The committee is responsible for preliminary decisions and decision-making processes for specifically-defined, urgent investment projects.

For more detailed information on the governing bodies, committees and their composition, please see the Corporate Governance Statement, which is part of our financial reporting. The currently applicable remuneration system

for the Board of Management and the remuneration report are publicly available at [www.blg-logistics.com/ir](http://www.blg-logistics.com/ir).

### **Anchoring sustainability within the company and its processes**

Sustainability is a core part of our corporate strategy. We create the basis for this with company-wide directives and guidelines on environmental, social and economic aspects of sustainability. In addition, we are increasingly integrating sustainability-related topics into our education and training programs. The topic is brought into our partnerships and business relationships along the supply chain via our Supplier Code of Conduct, among other things. More information is available in the Sustainability Management, Training and Education, Compliance and Sustainable Supply Chain sections.

Since October 2022, our Chief Financial Officer, Christine Hein, has been responsible for sustainability at the Board of Management level. The entire Board of Management and Supervisory Board are responsible for monitoring the sustainability-related impacts of our business operations and are responsible for reviewing the effectiveness of the (counter)measures taken. Depending on their area of responsibility, individual members of the Board of Management are actively involved in the development of sustainability-oriented strategies, directives and targets. In all cases, these are approved by the entire Board of Management. During the last materiality analysis, it was also involved in defining and selecting the topics depicted in the sustainability report, and also approves the final report each year before it is published. At the invitation of the City of Bremen - our largest shareholder - the Board of Management regularly took part in information events and

workshops on sustainability-related topics, such as diversity and climate protection, and incorporates the lessons learned into the corporate governance. All operational and strategic sustainability activities are pooled in the Group's Sustainability Department, which reports directly to the Board of Management. In 2023, the role of Human Rights Officer also further cemented the topic of human rights due diligence within the department. The Human Rights Officer is supported by the Sustainability Board, in which all relevant departments are represented. Further details on the cooperation can be found in the Sustainability Management section starting on ► page 14.

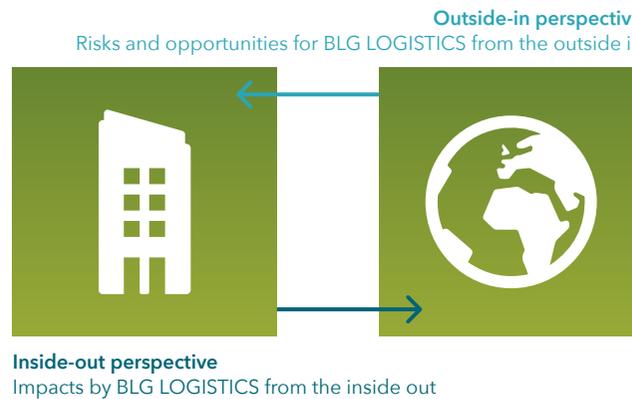
In order to realistically assess the impacts of our business and the effectiveness of the measures already implemented, it is important that we make it as easy as possible for people - whether internally or externally - to find out about the standards we have set, report deviations or express concerns. For this purpose, not only is our compliance team available, but the BLG Integrity Line was also introduced in the reporting year- more on this in the Compliance section starting on ► page 67. In the event of sustainability-related incidents, these are initially reported to line managers via the usual information channel, who are obliged to involve the compliance officer in serious cases. Depending on the type, location and severity of the incident, other contact persons, such as staff from the relevant specialist departments, may also be called in to support with assessment, resolution and prevention.

# Risk Management

Running a business entails risks and opportunities. Responsible management of both is a core element of BLG LOGISTICS's solid corporate governance. Our opportunity and risk policy aims to increase the company's value without taking any unreasonably high risks. To this end, we continually integrate processes and instruments that enable us to identify potential risks at an early stage and make informed decisions in order to mitigate or completely avoid them.

Incorporating sustainability into our risk management is an ongoing process that was continued in 2024. For example, we further developed the methodology of the LkSG risk analysis introduced in 2023 and combined it with the requirements of the CSRD. The analysis serves to identify risks related to human rights and the environment in accordance with the Supply Chain Due Diligence Act (LkSG) in the company's own operating segments and in the supply chain. In addition, a double materiality analysis according to the CSRD was carried out for the first time. This involved, on the one hand, looking at the potential and actual impacts of our business - both positive and negative - on society and the environment and, on the other hand, assessing the financial risks and opportunities that external sustainability factors have on our business or could have in the future. More details on methodology are provided later in this section. The results will be

## Perspectives of risk management



incorporated into our Group risk management in the medium term.

## Risk and opportunity culture

We pursue profitable growth with sustainability-related objectives in mind. The risk and opportunity culture as an integral part of our corporate culture encompasses the basic attitude and behaviors required when dealing with risks and opportunities. It significantly influences risk awareness when making our business decisions and creates the basis for developing appropriate and effective measures so that we can seize our opportunities safely and responsibly. Our risk and opportunity culture is the basis

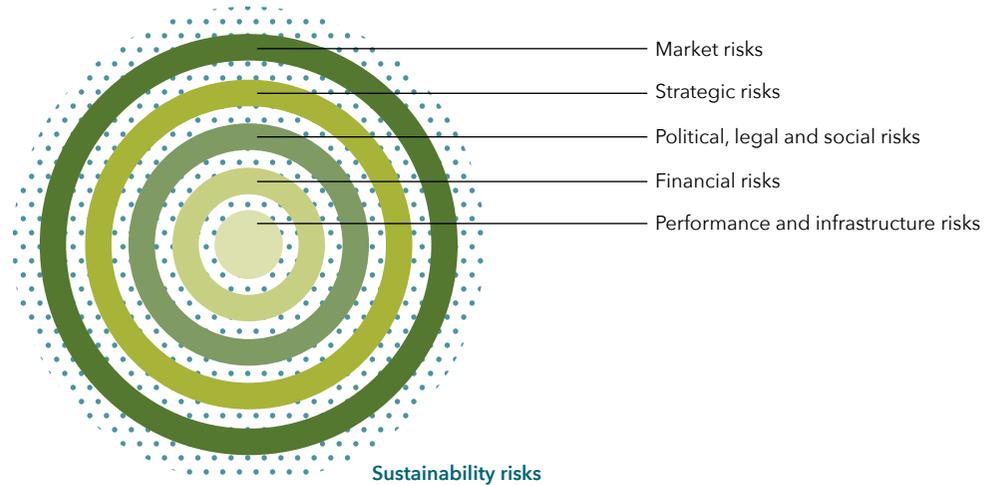
## Responsibilities in connection with risk management organization



**Objectives of risk management**

- Early detection and prevention of crises and insolvencies (safeguarding the business as a going concern)
- Improving planning reliability and risk costs through optimum risk management
- Sound preparation for making business decisions using risk analysis to improve the company's success
- Achieving sustainability-related corporate objectives and monitoring sustainability-related risks with regard to the three dimensions of ESG (environment, social, governance), taking into account the principle of double materiality

**Influence of ESG topics on corporate risks**



for our successful risk management. Effective risk management also requires that transparency and a willingness to actively communicate and cooperate are an integral part of this culture and that they are consistently practiced.

**Basic elements of risk management**

In line with our risk strategy, the elements of the risk management system are implemented centrally to ensure clear responsibilities. These elements are laid down in the Group Policy on risk management and form the basis for systematically and consistently identifying, documenting, analyzing and assessing risks. They also enable effective control, monitoring and communication. Our goal is to promote a common awareness and positive understanding of how to deal with business risks - both at management level and among all employees.

The overall objective of risk management is to ensure the company's long-term risk-bearing capacity. Central tasks include identifying and assessing risks early, efficiently managing and monitoring them through appropriate measures, and continuous and transparent reporting as a basis for sound decisions. Through this holistic approach, risk management helps with the implementation of our corporate strategy and makes an important contribution to target achievement.

Special attention is paid to "extreme risks", i.e., those generating a high level of damage with a low probability of occurrence. These include extreme natural disasters, economic crises and terrorist attacks. Our Business Continuity Management (BCM) system also intervenes in the event of resulting business interruptions. Here,

strategies, plans and measures are developed to protect activities or processes, or enable alternative action.

Identified risks are addressed and continually monitored through central and local measures. In addition, regular presentations and discussions take place in the management groups and on the Risk Committee. The resulting risk reports were submitted to the Board of Management quarterly and over the reporting year and at each regular meeting of the Supervisory Board in order to inform both bodies of the overall risk situation.

**Risk categories and risk outlook for BLG LOGISTICS**

In Group risk management, particular focus is placed on potential outside-in risks that would have noticeable impacts on the company's assets and liabilities, changes in financial position and profit or loss if they materialized.



These risks are grouped into five defined categories (see graphic above). Risks from the environment, social and governance areas (ESG, outside-in perspective) affect all five categories. Given the broad ESG spectrum, we look not only at risks, but also at opportunities. The related topics can affect many areas - from financing to human resources policy to procurement - and affect the overall risk position.

### Environmental risks

As a seaport and logistics service provider, we are severely affected by environmental and climate-related risks. Dealing with the effects of ongoing climate change is therefore a major challenge for us. The increasing frequency and intensity of acute extreme weather events such as heat waves, storms and floods poses a threat to our assets and business processes, as do long-term chronic changes in mean values and fluctuation ranges of various climate variables - including temperature, precipitation and sea level. In order to address these risks, we have analyzed various scenarios involving damage to our property, plant and equipment due to natural disasters, including any business interruptions that may potentially occur as a result. BLG LOGISTICS has taken out property and business interruption insurances to transfer the risk. However, individual theoretical risks, such as a storm surge, cannot currently be fully insured. Such risks are considered as much as possible as part of our Business Continuity Management (BCM). In addition, climate adaptation strategies need to be developed in the medium term at potentially affected sites.

In order to prevent climate risks from becoming increasingly exacerbated, we are pursuing an active climate

protection strategy. In the reporting year, various projects aimed at increasing energy efficiency were successfully implemented. In addition, optimizing route planning for our transport operations helped reduce the environmental impact while also reducing costs. A detailed overview of the measures implemented can be found in the Climate Protection and Energy Management sections starting on ► page 33.

With our comprehensive measures, we not only want to reduce environmental and climate-related risks, but also ensure that we stay competitive over the long term. By integrating environmental aspects into our risk management and proactively responding to the associated challenges, we position ourselves as a reliable partner for our customers.

### Social risks

Our employees are crucial to our success. As such, their well-being and development are at the heart of our efforts.

Demographic change and the changing requirements resulting from ongoing digitalization and automation are leading to a shortage of qualified workers in many areas. Failure to refill positions within the desired time frame or with staff with the required skills will result in lost productivity. At the same time, the burden placed on the workforce is increasing, which can lead to increased absenteeism, accidents and additional staff turnover.

In order to reduce staff turnover, targeted investments are being made in the skills of staff and senior executives. We are also revising our feedback tools to strengthen the exchange between employees and top management. We

promote employee retention through targeted personnel development measures, strong leadership and transparent remuneration systems that create trust and satisfaction.

In addition, the HR department was restructured in the reporting year for more effective recruiting. The expertise required for an efficient, targeted application process has now been pooled into one corporate recruiting department. In addition, key positions are identified and comprehensive talent management is put in place in order to secure important competencies within the company and actively address future challenges. These measures ensure that BLG also keeps qualified staff in the long term and is perceived as an attractive employer.

### Governance risks

The number of cyber incidents, including IT outages, ransomware attacks or data breaches, continues to be high across the globe for all companies. Since information security is of central importance within our business processes, the associated risks remain highly relevant for BLG LOGISTICS. In order to avoid or minimize them, we have taken numerous measures and are continually reviewing our processes and technology.

Raising awareness among our employees of how to handle business-relevant information responsibly is very important in this context. That is why we conduct internal training and communication campaigns and work to ensure that the confidentiality, integrity and availability of information are maintained through appropriate technical support.



In 2024, as in the previous year, we intensively reviewed and further developed our emergency processes. Among other things, a crisis management group with clearly defined decision-making powers was created to ensure quick, efficient responses using defined procedures in the event of a potential attack.

Together with the Data Protection Officer, we ensure that personal data are processed exclusively pursuant to the provisions of the EU General Data Protection Regulation and in accordance with applicable local laws.

**Further development:  
our inside-out risk management**

In recent years, risk management in sustainability management has taken on a more important role through the LkSG and, most recently, the CSRD, among other things. Accordingly, the systematic consideration of the impacts, risks and opportunities within the scope of sustainability management has also gained importance.

Our first double materiality analysis was also conducted to this end. First, the potential and actual impacts, risks and opportunities in our own business segment, as well as along the upstream and downstream value chain were compiled and defined in a comprehensive list. They were then given time horizons for a (potential) occurrence and quantitatively assessed for magnitude and probability of occurrence. In addition, the impacts were assessed with regard to scope and irremediable character, whereby Corporate Risk Management's assessment logic was applied. The next step is to integrate the sustainability risks and opportunities identified into the Group's risk management system. Other impacts will continue to be considered at

the company level, according to their importance. Further information on the materiality analysis can be found in the section starting on ► page 22.

The risk management system had already been introduced in 2023 in accordance with the LkSG guidelines to systematically record human rights and environmental risks in our own areas of activity and at our direct suppliers. This risk management system was further developed in 2024, using synergy effects for the double materiality analysis according to the CSRD, in particular. The approach to risk analysis differs between our own business segments and our suppliers. Concrete potential risks as well as existing countermeasures are analyzed at our sites. Our suppliers, on the other hand, are initially classified into risk groups on the basis of abstract industry and country risks. Suppliers with a higher potential risk are then subjected to a detailed analysis. A software solution was implemented in the reporting year in order to support both analyses in a targeted manner. In addition to a data-based assessment of our suppliers, it also allows for direct exchange with them, by way of supplier self-assessments, for example.

The Corporate Sustainability Department is responsible for the risk analysis according to the LkSG, whose manager is also the human rights officer for BLG LOGISTICS. Central Purchasing is responsible for conducting the annual risk analysis for supply chains. The results are included in our publicly available Declaration of Principles on Human Rights, which can be found here: [www.blg-logistics.com/sustainability](http://www.blg-logistics.com/sustainability).

Further information on supply chain management and details on the risk analysis process according to the LkSG can be found in the Sustainable Supply Chain section starting on ► page 30.



# Sustainable Supply Chain

We offer our customers tailored, sophisticated logistics solutions along global supply chains. Exactly what this looks like and the scope of our services is described in detail in the Company Profile section. In addition, we take over the entire supply chain and establish integrated logistics chains that we manage across the entire value creation process - especially in the areas of project and process management, technology, IT and quality. We mainly work with products and components provided by our customers.

We take our responsibility seriously and strive to ensure that our direct suppliers comply with due diligence when it comes to human rights and the environment. This requirement was further strengthened by the Supply Chain Due Diligence Act (LkSG) entering into force in 2023.

Our centrally-managed purchasing processes comprise more than 100 product groups and are managed by the Corporate Purchasing Department. In addition, purchasing activities also take place directly at the sites. This results in a diverse portfolio of suppliers from different industries to help us provide our services. 99 percent of our procurement markets are located in Germany as well as in other European countries, where binding sustainability standards apply.

## Clear communication for common standards

We are transparent with our customers about how we meet our ethical, social and environmental responsibilities. We also expect this openness from our suppliers and take appropriate criteria into account when selecting and awarding contracts. For example, when subcontracting transport services, we pay particular attention to sector-specific risks relating to human rights, such as adequate wages, the right to freedom of association and compliance with general occupational health and safety rights. Only in this way can we systematically implement sustainability along the whole supply chain in compliance with the law.

Our requirements for environmental and social responsibility as well as ethical business conduct are set out in the Supplier Code of Conduct, which we recently revised in line with the LkSG, which has been in force since 2023. Of course, all legal requirements regarding employees, occupational health and safety and environmental protection must be complied with at all times. In addition, we expect that potential or actual negative impacts on people and the environment will be prevented or mitigated through appropriate measures. Our suppliers are obligated to inform any subcontractors about our requirements and to ensure that they comply with them.

[www.blg-logistics.com/gtc](http://www.blg-logistics.com/gtc)

We ensure compliance with supply chain-related due diligence primarily by means of closely coordinated interaction between the Purchasing, Legal, Insurance & GRC, Sustainability and Human Resources departments. The overarching coordination and monitoring are primarily the responsibilities of our Human Rights Officer, who is also Head of the Corporate Sustainability Department. In the reporting year, the Human Rights Officer was supported by the appointment of two Human Rights Coordinators for companies with more than 1,000 employees.

In addition, the organizational processes and responsibilities for fulfilling LkSG due diligence have been further refined. Together with the Human Rights Officer and Human Rights Coordinators, the corporate departments set the framework for the performance and implementation of due diligence in the various company departments. In addition, they regularly report to the Human Rights Officer on the planned and implemented measures. The operational sites are responsible for implementing supply chain management in their own area of activity.

Our LkSG manual provides an overview of the respective roles and processes for compliance with human rights and environmental due diligence obligations.

**Clear processes: risk analysis and supplier assessment**

We identify and assess potential risks relating to human rights or the environment along our supply and activity chains using systematic risk analyses. These analyses serve as a basis for defining and prioritizing preventative measures and remedial measures. Purchasing is responsible for carrying out risk analyses with regard to our direct suppliers.

Risk classification is a two-stage process, comprising an abstract and a specific supplier assessment. The first focuses on the assessment of industry and country-specific risks based on supplier data, with data-based software being used for the first time in the reporting year. The objective of this abstract risk analysis is to identify suppliers with a risk that is potentially increased. In the subsequent specific risk analysis, these suppliers are prioritized and examined more closely on an individual basis - for example, by considering the type and scope of the business relationship, reviewing external certifications, requesting a self-assessment or conducting audits. Further information on risk analysis at BLG LOGISTICS can be found in the Risk Management section starting on ► page 26.

In the reporting year, the risk analysis was carried out in the form described above for all our suppliers in 2023 and the first half of 2024. The result of the abstract risk analysis showed that less than 1 percent of our suppliers are potentially high risk. In the next step, these suppliers were checked in detail according to the defined process. In all cases, the potential risk could either be plausibly reduced by way of a specific analysis of the previous abstract risk assessments or else the cooperation with the suppliers

concerned had already ended at the time of the analysis or could be discontinued in the near future.

We have been assessing suppliers and service providers in Central Purchasing in cooperation with the responsible sites according to a defined scheme since 2016. Using a comprehensive questionnaire, we assess not only classic purchasing criteria such as quality, price and delivery time, but also environmental aspects. A particular focus is on energy efficiency, which plays a central role in the procurement of lighting or forklifts, for example. In addition, face-to-face discussions and on-site visits are an integral part of our dialog with existing and new suppliers.

The process is deemed to be completed when there are no objections, which was the case for all assessments in the reporting year. If changes or optimization are required, we agree with the supplier on measures to be taken for further development. We terminate relationships with suppliers who cannot meet our requirements, even in the medium term.



# Environmental

- 33 Climate Protection
- 40 Energy Management
- 45 Waste Management and Resource Conservation



# Climate Protection

By 2030, we will significantly reduce our own CO<sub>2</sub>e emissions, as well as those along the supply chain. Our more stringent climate target, which applies as of 2025, highlights our ambition.



The need for consistent climate protection remains high, even if it has recently sometimes been overshadowed by acute economic and geopolitical challenges in public debate. Although these also have impacts on BLG, we remain committed to making our contribution to decarbonizing the industry, the supply chains and thus the economy as a whole. To this end, we are not just continuing along the path we have taken, but we are also becoming more ambitious - also with regard to our customers, and our successes help minimize their carbon footprint too.

With this report, we document the progress towards our 2020 emissions reduction targets for the fifth year in a row and for the last time: we will reduce absolute Scope 1 and Scope 2 emissions by at least 30 percent and Scope 3 emissions by at least 15 percent by 2030, from base year 2018. This target has been validated by the independent Science Based Targets initiative (SBTi), confirming that we are acting in line with the objectives laid down in the Paris Climate Agreement to limit global warming to well below 2°C. In order to meet the ever-increasing challenges involved in effective climate protection, we have once again made our climate target more stringent: by 2030, we

will reduce absolute Scope 1 and Scope 2 emissions by at least 50.4 percent and Scope 3 emissions by at least 30 percent. This objective is in line with the requirements of the global 1.5°C target laid down in the Paris Agreement. Validation by the SBTi is still pending as of the publication date. It is an absolute reduction target that applies regardless of the company's growth. As it looks today, and considering that the target year of 2030 is no longer so far in the future, completely emission-free economies are not realistic from a technological and economic point of view, especially in the transport sector. For the remaining Scopes 1 and 2 emissions that we cannot avoid despite all the actions taken, we foster climate protection measures that cause a corresponding reduction in greenhouse gas (GHG) emissions elsewhere. In this way, we will become a carbon-neutral company by 2030. We call all of these objectives and projects our "Climate Mission".

Our absolute emission reduction also has a positive impact on the GHG inventories of our customers, who account for our emissions as Scope 3 emissions. On request, we do customer-specific calculations for these and are open to joint decarbonization projects.

Target:



# 1.5°C

Intensification of absolute CO<sub>2</sub> reduction by 2030

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

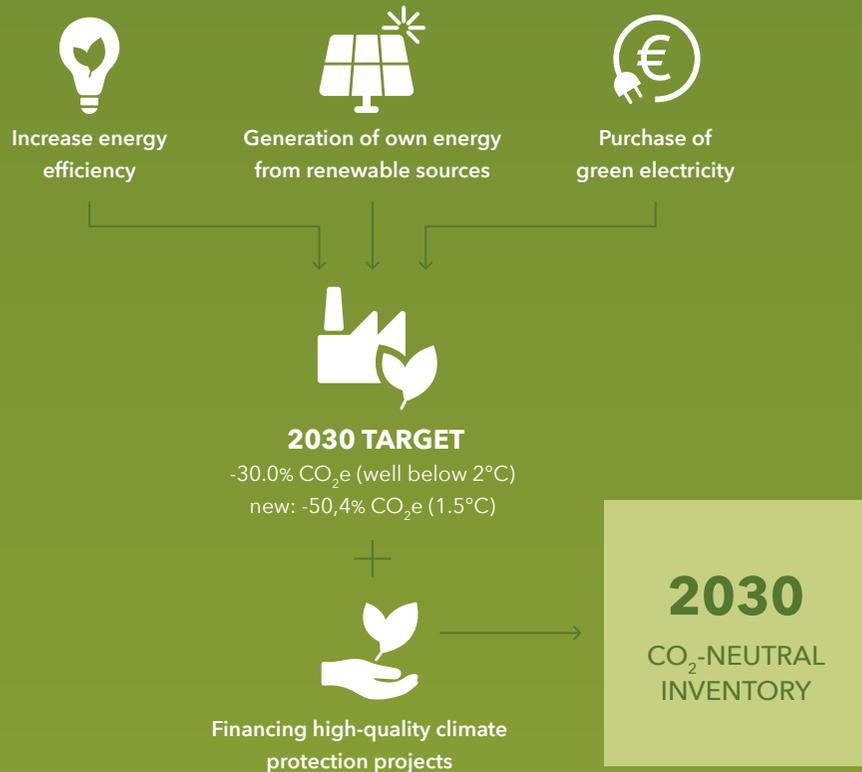
# OUR CLIMATE TARGET AT A GLANCE

BLG LOGISTICS has an SBTi validated climate target (well below 2°C).

It has already been decided to intensify the target in line with the 1.5°C target of the Paris Climate Agreement.

## The climate target within the company

Scope 1 and 2



## Absolute CO<sub>2</sub> reduction in supply chain

Scope 3





**Our levers for climate protection**

We primarily rely on the following three levers to achieve the defined emission reductions: continually increasing our energy efficiency, producing our own renewable electricity and purchasing green electricity. In doing so, we follow the first avoid, then reduce, and then offset approach. That’s why we place a special focus on increasing efficiency - with the aim of using energy in such a way that more output is achieved with the same input. Exactly how we do this is explained in the Energy Management section starting on ► page 40.

With regard to the second lever, there was considerable progress in the reporting year. Compared to the previous year, we more than tripled the amount of energy produced and used for our own purposes at our sites. The 9 MWp PV system, which has been supplying our C3 logistics center in Bremen with green energy since October 2023, is a major contributor to this development. In 2024, four PV systems at various BLG sites covered an energy demand of about 1.5 GWh, which resulted in a reduction of our greenhouse gas emissions of about 600 t CO<sub>2</sub>e over the year. Spurred on by this success, we will continue to consistently pursue the use of solar power from our roofs.

However, it is not realistic for the energy demand at our sites to be fully covered by on-site PV systems in the future. Nevertheless, in order to ensure a complete supply of green electricity, we have set ourselves a clear goal: from 2025, we will source 100 percent of our third-party energy from renewable sources (see the overview of our ESG targets starting on ► page 18). For this purpose, we are relying on various procurement methods. As described above, we produce green electricity at our sites, and we

use this directly on site. In addition, we conclude direct power contracts with producers of renewable energies external to our sites, known as off-site power purchase agreements (PPAs). In 2025, we will obtain some of the energy we need through such an agreement from an onshore wind farm near Fehmarn that was built in 2023. We rely on unlinked guarantees of origin for the remaining share of our energy demand, where we cannot procure green energy in either of the two ways mentioned. In doing so, it is important to us that these guarantees are of high quality and obtained from plants less than six years old. In the current year, we have the guarantees mainly from a newly built wind farm in Germany.

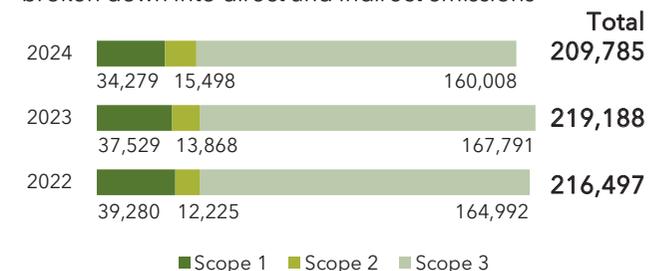
**Documentation of our greenhouse gas emissions**

If we want to reduce our CO<sub>2</sub> emissions as planned, we need to know where and how much energy is consumed and the corresponding greenhouse gases generated. We collect the necessary consumption data with the help of software at the sites, where it is validated and evaluated. The Corporate Sustainability Department then calculates the resulting emissions. We currently take into account the consumption of our consolidated companies in Germany and abroad. In the AUTOMOBILE and CONTRACT Divisions, we use our own diesel trucks, and their consumption is included in our energy and greenhouse gas inventories. Subcontractors also perform services on our behalf, particularly in the freight forwarding and car transport business segments, which we present in our extended reporting (Scope 3).

We follow the guidelines of the Greenhouse Gas Protocol (GHG Protocol) for our greenhouse gas balance sheet, in which we present direct and indirect greenhouse gas

emissions separately. We distinguish between Scope 1 (direct emissions from the combustion of natural gas, heating oil and fuels), Scope 2 (indirect emissions from the production of electricity and district heating) and Scope 3 (other indirect emissions). Since 2011, we have been calculating the CO<sub>2</sub> equivalents (CO<sub>2</sub>e), which take into account not only carbon dioxide, but also other gases with a high potential emission of greenhouse gases (details in the Glossary).

**Absolute greenhouse gas emissions** (in tCO<sub>2</sub>e)  
broken down into direct and indirect emissions



For the CO<sub>2</sub>e calculation for gasoline and diesel vehicles, as well as CNG and LPG consumption, we use well-to-wheel emission factors (WTW) from the Global Logistics Emissions Council (GLEC), which encompasses all CO<sub>2</sub>e emissions arising from the provision of the energy sources used through to the operating phase and take into account the proportion of biodiesel or ethanol. In order to calculate the further emissions from the energy sources used, including the upstream chain, we use the CO<sub>2</sub>e emission factors from the Global Emissions Model of Integrated Systems (GEMIS) of the International Institute for Sustainability Analysis and Strategy (IINAS), from the German Federal Environment Agency and from the UK Department for the Environment, Food and Rural Affairs (DEFRA). We

regularly adjust the factors retrospectively in line with the adjustments to the respective source. The emission factors used for electricity are based on the site, depending on the energy supply company. The corresponding energy factors for our foreign sites are based on the respective country mix from GEMIS.

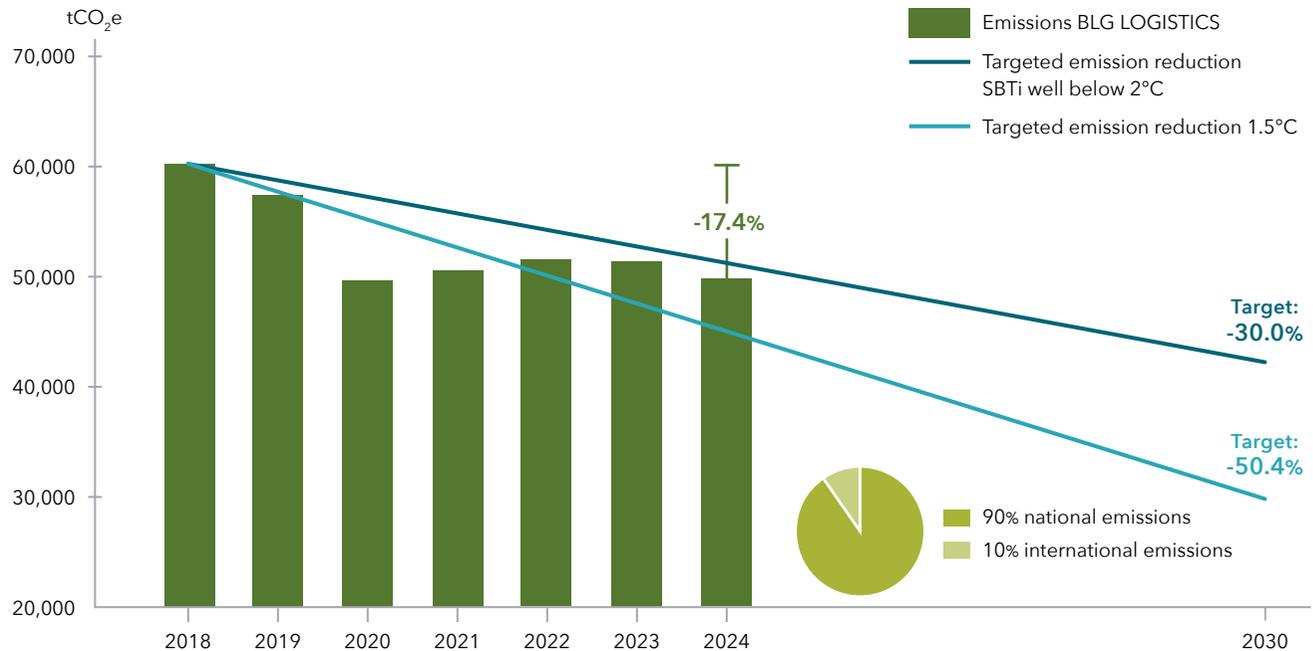
In the reporting year, we made four major adjustments to our greenhouse gas inventory. Our South African sites were integrated into the inventory, as was the one in Northport in the USA. This means that all sites of our consolidated foreign companies are now fully accounted for, making up a total of 10 percent of our Scopes 1 and 2 emissions. Conversely, two German sites were removed from the locations included in the greenhouse gas balance sheet in the reporting year, as the customer took over energy procurement. We removed the emissions from these two sites from the inventory - also retrospectively - in accordance with the GHG Protocol. In addition, categories 3.1 (purchased goods and services), 3.2 (capital goods) and 3.5 (waste) were added to the Scope 3. As part of the preparation for sustainability reporting in accordance with the CSRD, the definitions for accounting as Scopes 1 to 3 emissions were revised and extended for our joint venture EUROGATE. Among other things, emissions that had previously been presented in Scopes 1 and 2 were corrected and reallocated to Scope 3. As a result, the emissions attributable to BLG LOGISTICS also decrease. In order to ensure a consistent basis for target tracking and the associated evaluation, emission levels were therefore retrospectively adjusted back to the base year of 2018.

**Own emissions:  
continually moving in the right direction**

In order to achieve our previous climate target, it was necessary to reduce our CO<sub>2</sub> emissions by 2.5 percent annually compared to 2018. Looking at the base year, there has already been a significant decrease after six years. Overall, we reduced our greenhouse gas emissions in 2024 by 17.4 percent compared with 2018, thus exceeding our target of minus 15 percent for the reporting year. With our newly adopted target, annual emission reductions will have to significantly increase: in order to achieve

the target by 2030, we must now reduce our CO<sub>2</sub> emissions by 4.2 percent per year compared to 2018, which means we must increase our efforts significantly. There will be a significant reduction in emissions in 2025, especially with the complete transition of our energy supply to renewable sources.

**Absolute greenhouse gas emissions** (Scopes 1 + 2)  
From 2018 to 2024 and targets until 2030 (tCO<sub>2</sub>e)





**Emissions in supply chain:  
progress in all categories**

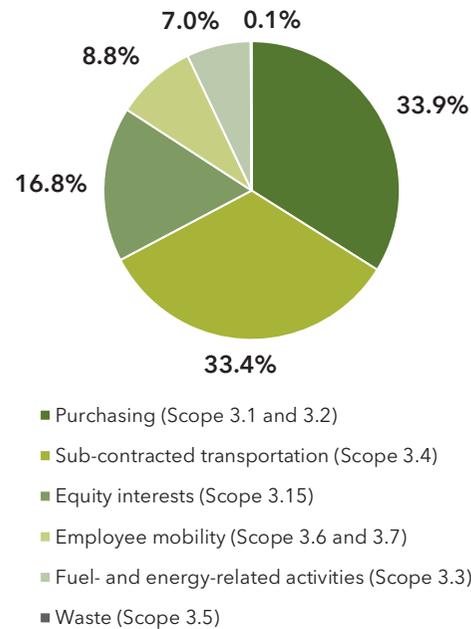
Our previous target for emissions in Scope 3 caused in connection with our business activities remained valid in the reporting year: a 15 percent reduction by 2030 compared to the base year. From 2025, we have upped our target to strive for a 30 percent reduction with a view to the 1.5°C target. When determining the sources of Scope 3 emissions to be taken into account, we orientated ourselves around the 15 categories defined in the GHG Protocol and identified those relevant for us.

As a result, we consider emissions resulting from the following categories: Purchased goods, services (3.1) and capital goods (3.2), upstream energy source chains (3.3), upstream transport (3.4), waste (3.5), business travel (3.6), commuting (3.7) and equity interests (3.15).

Within Scope 3, the majority of the emissions, about two-thirds in total, are attributable roughly equally to our activities in connection with the purchase of goods, services and capital goods, as well as the activities of our sub-transport companies.

In the case of upstream transport, we record the emissions generated by third-party transport services by truck, rail and ship. In order to calculate emissions from truck transport, in some cases we use software that is accredited in accordance with international standards for greenhouse gas accounting. Where feasible, it combines transport order data with telematics data not only from our own trucks, but also from some of our subcontractors' trucks, so that the calculation of emissions is based on primary data as much as possible. Since 2023, we have been sending

**Percentage of Scope 3 emissions in 2024**  
Breakdown by categories considered

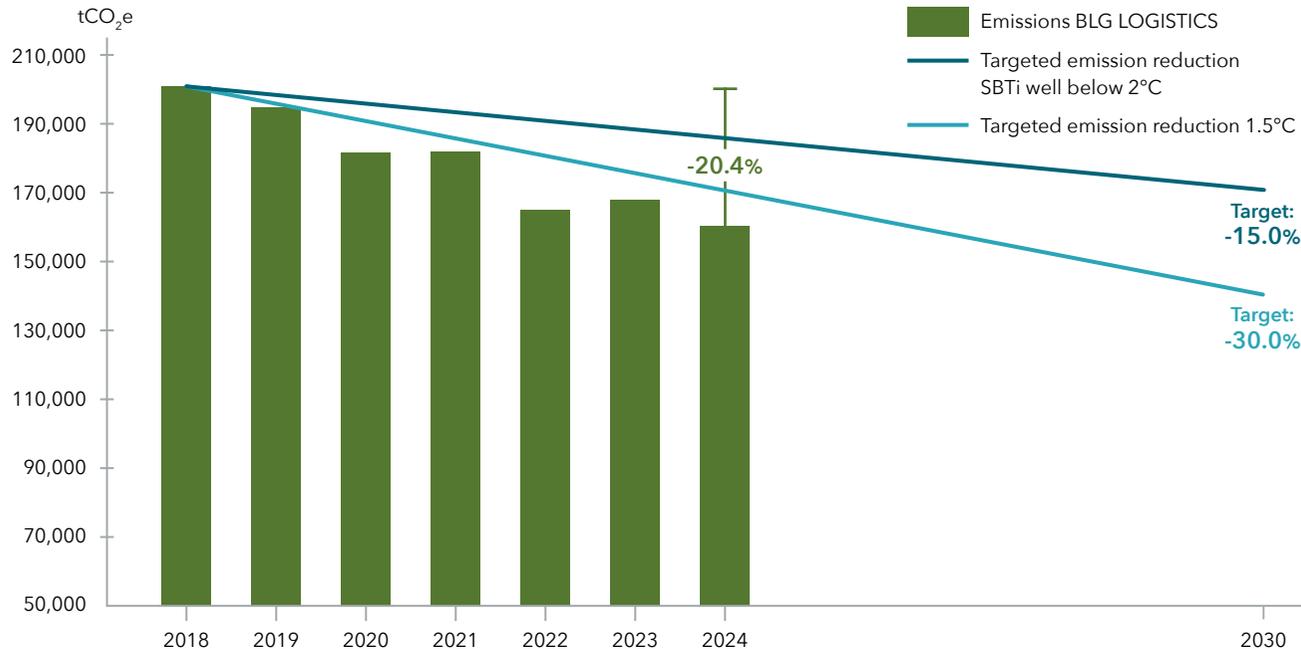


extended semi-trailers out on the road for land transport, which can transport up to 10 percent more goods compared to conventional semi-trailers. This reduces the number of trips, which in turn cuts down emissions. Accounting for emissions from our purchasing behavior is based on the purchasing volume per goods group (spend-based method).

When considering our equity investments, we include the emissions of our EUROGATE joint venture proportionately, as well as those of other individual companies. The former makes up the absolute majority in this category with about 90 percent.

The emissions in employee mobility are made up of our employees' daily commutes, the use of private cars for business trips and trips with company or rental cars, as well as air travel. In 2024, we also conducted our annual staff mobility survey to record emissions from commuting. We also collected feedback on the measures we devised based on the previous years' surveys and have already implemented some of them. For example, questions were asked about user behavior with regard to charging infrastructure for staff and the ride-sharing center in the BLG app - and the satisfaction with both services. Based on the answers, we can pursue meaningful further development.

**Absolute greenhouse gas emissions (Scope 3)**  
from 2018 to 2024 and targets until 2030 (tCO<sub>2</sub>e)



In the first half of 2024, 40 charging points for company and private electric vehicles were installed at seven German sites, and in 2025, more will be installed at eight additional sites. There is already a uniform system for using and billing the electricity charged, which can be transferred over to the new sites. We inform our employees about their charging options using internal posts and notices. In the reporting year, it was also decided to introduce a mobility budget, which represents an alternative or addition to the company car option. This is to be implemented in the current year - company car holders can then use public transport or sharing services flexibly as

a replacement for their company car or as an additional option if a smaller model is chosen.

With regard to the upstream chains of primary energy sources, we record the emissions from the production and transport of the energy we use. The calculation of the emissions resulting from our waste is based on the annual quantities of waste by fraction collected as part of waste management.

After the retrospective expansion of our Scope 3 recognition, we note a significant reduction in Scope 3 emissions

in the reporting year after a brief increase for 2023. It was at 20.4 percent compared to the base year. Particularly noteworthy are the emission reductions car transport in partnership with our subtransport service providers. This is due in particular to the economic situation and the challenges facing automotive manufacturers.

Across all three Scopes, we produced 209,785 t CO<sub>2</sub>e in 2024 and thus recorded a total decrease of 4.3 percent compared to the previous year. In the reporting year, we once again significantly exceeded our annual target for both Scope 1 and Scope 2 emissions, and those within Scope 3. We describe the measures that have made a tangible contribution to reducing our Scopes 1 and 2 emissions in the Energy Management section starting on [page 40](#).

At the end of 2023, encouraged by the above-mentioned, continual positive development over the past few years and against the backdrop of the environmental, social and economic need to take consistent action, we adopted the new and significantly more stringent target described above for reducing greenhouse gas emissions in line with the 1.5°C target laid down in the Paris Climate Agreement.

**Support for international climate protection projects**

We are pursuing our climate objectives according to the clear principle of avoiding before reducing before offsetting. Nevertheless, financial support for climate protection projects is indispensable on our way to having a carbon neutral inventory - because some emissions are simply unavoidable as it stands today, and also in the near future. Since 2020, we have been calculating emissions from our company car fleet and our air travel, and supporting selected climate protection projects that lead to a corresponding reduction in greenhouse gas emissions. These projects are certified and audited exclusively according to the Gold Standard. In 2024, we retired 1,479 tons of carbon credits from a project to provide solar cookers in the Chinese province of Henan.



# Energy Management

We are constantly working to use energy even more efficiently, and we generate and obtain our electricity from renewable sources.



Effective energy management can bring both environmental and economic benefits and is therefore critical for us to achieve our targets when it comes to climate protection. We primarily use it to use energy intelligently and, above all, to increase our efficiency. Our environmental and energy policy, which is publicly available, is also in line with this. It commits us, among other things, to continually reduce both our energy consumption and our emissions and to continually improve our performance in the overarching areas of energy and the environment. [www.blg-logistics.com/sustainability](http://www.blg-logistics.com/sustainability)

Energy planning is carried out at our sites by the local energy officers. In addition to systematic data collection, they are also responsible for regular energy assessments and the documentation of the planned and implemented measures. All activities at our sites are monitored and controlled by a Corporate Controlling department. In addition, certification of our energy management system according to ISO 50001 is being rolled out across the board. Currently, 27 sites in the CONTRACT Division are certified under the standard and the energy management system used in the AUTOMOBILE Division was also

prepared for the upcoming certification during the reporting year. In this way, we are continuing to drive forward harmonization in the BLG Group. Since 2014, our environmental management system has also been certified in accordance with ISO 14001 at all German car terminals and transport bases of the AUTOMOBILE Division, as well as at 13 CONTRACT sites.

## Data as a basis for optimization

We want to use less energy in the long term and thus also further reduce our greenhouse gas emissions. To do this, we must first clearly assess the energy requirements of our processes and facilities. Our energy officers collect the required information by recording, validating and evaluating energy data relating to the individual sites in a decentralized process. The only exceptions are sites whose energy needs we cannot control ourselves. The Corporate Sustainability Department combines the consumption of all consolidated companies and uses this to prepare the annual energy and CO<sub>2</sub> inventory. As part of the ESG reporting implemented in 2024, we also record and report our key performance indicators relating to energy and greenhouse gases on a quarterly basis.

We are constantly working to make the underlying data even more transparent and precise – also so that we can record and assess the effects of individual measures in the best possible way. To this end, the EnEffCo energy management software provides support by more detailed and largely automated recording and evaluating our energy consumption so we can better identify specific savings potentials. In 2025, more German sites will also be connected to the tool, so monitoring can take place across sites and divisions via custom dashboards. Gaps, anomalies and weaknesses have been revealed in the records compiled to date, and we will close or eliminate these in the future with optimized validation. In addition, we will introduce new key performance indicators and collect additional data.



## Absolute energy consumption

Breakdown by energy source

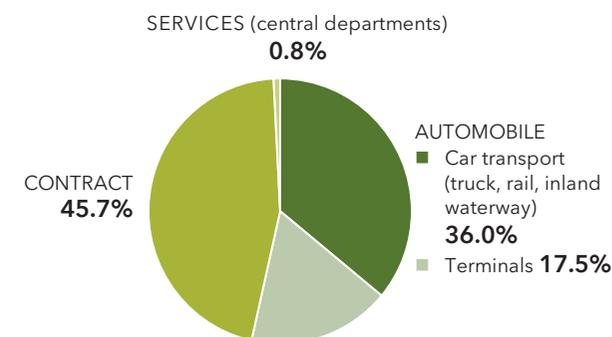
	Liters	2024	2023	2022
		MWh	MWh	MWh
<b>Electricity</b>		<b>39,835</b>	<b>42,492</b>	<b>42,277</b>
Germany		34,813	39,330	41,270
Self-generated electricity (utilized)		1,452	453	337
Self-generated electricity (fed into grid)		238	-	-
Abroad		3,570	2,709	670
<b>Natural gas</b>		<b>53,714</b>	<b>60,331</b>	<b>63,822</b>
Germany		53,506	60,141	63,612
Abroad		208	190	210
<b>District heating</b>		<b>530</b>	<b>640</b>	<b>609</b>
Germany		530	640	609
Abroad		-	-	-
<b>Heating oil</b>	<b>776,905</b>	<b>7,730</b>	<b>8,494</b>	<b>9,355</b>
Germany	776,905	7,730	8,494	9,355
Abroad	-	-	-	-
<b>Diesel, incl. HVO</b>	<b>8,286,619</b>	<b>82,204</b>	<b>89,786</b>	<b>92,578</b>
Germany	7,142,760	70,857	76,836	79,311
Abroad	1,143,859	11,347	12,950	13,267
<b>Gasoline</b>	<b>358,982</b>	<b>2,106</b>	<b>2,177</b>	<b>2,664</b>
Germany	358,747	2,090	2,160	2,652
Abroad	235	16	17	12
<b>CNG</b>		<b>1,442</b>	<b>668</b>	<b>884</b>
Germany		-	-	-
Abroad		1,442	668	884
<b>LPG</b>		<b>1,138</b>	<b>941</b>	<b>779</b>
Germany		1,137	940	776
Abroad		1	1	3
<b>Total energy consumption</b>		<b>188,699</b>	<b>205,529</b>	<b>212,968</b>
Germany		172,115	188,994	197,922
Abroad		16,584	16,535	15,045

## Energy consumption in the reporting year

Compared to the previous year, we have once again reduced our total energy consumption - and by a very significant 8.2 percent to 189 GWh. This reduction applies to all energy sources, with the exception of CNG and LNG. In addition to various measures to increase efficiency, which we will look at in more detail below, business and weather-related circumstances, which we cannot actively influence, also contributed to this development. These result in natural fluctuations in our energy requirements and are thus reflected in the accounting.

## Percentage share of energy consumption 2024

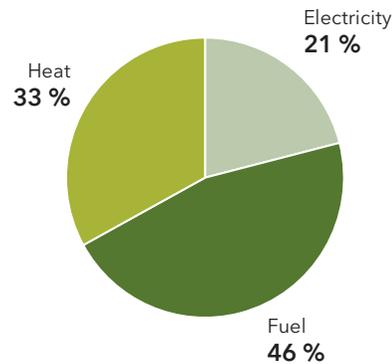
Breakdown by division and business area



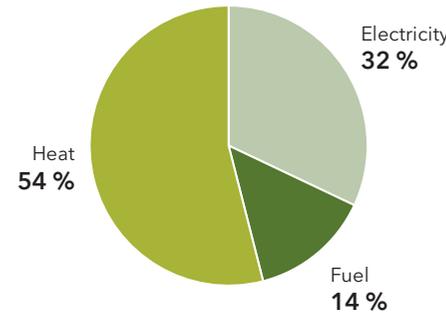
**Percentage share of energy consumption 2024**

Breakdown by energy source

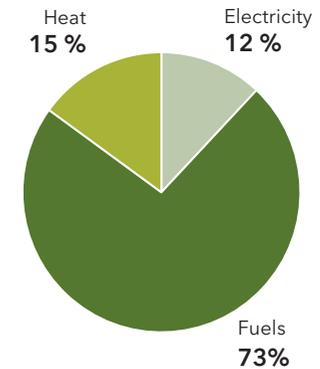
**Total**



**CONTRACT Division**



**AUTOMOBILE Division**



- Fuels: diesel, gasoline, CNG and LPG
- Heat: natural gas, heating oil, district and local heating
- Electricity: third-party supply and own production

**Efficiency thanks to smart lighting concepts**

In the reporting year, we continued or successfully completed a number of projects, including the ongoing conversion of our properties and spaces to energy-efficient LED lighting. When we implement completely new lighting concepts, our focus is on intelligent and automated control, with the help of motion and twilight sensors, for example, in addition to efficient lighting itself. Our C3 Bremen logistics center impressively demonstrates how effective the combination of energy-efficient lighting and demand-optimized lighting duration is: compared to conventional LED hall lighting, we were able to reduce the energy required for lighting the property by 82 percent in the reporting year.

**Promoting knowledge through skills and exchange**

Keeping our employees informed on energy efficiency topics is also a building block of our energy management strategy. For this purpose, we use different formats from training sessions to posts on our digital channels. In 2024, we shared news on the progress of our measures in our employee app, such as the expansion of the charging infrastructure for employee cars or other energy-related topics relevant to people at BLG. An e-learning module on environmental and energy management raises awareness of the contribution each and every individual can make on a daily basis. Around 1,500 employees have already successfully completed the online training. In this way, we ensure that BLG employees are aware of our

environmental and energy policy and the associated corporate objectives.

In addition, energy management and efficiency are regularly discussed with the energy officers at our sites. In this context, specific information is provided on, for example, legal developments or savings potentials and energy officers can address energy-related topics or ask questions. In this way, we promote exchange and knowledge transfer among the sites. Of particular note for the reporting year was our Technology Meeting, TechnikTreffen, where energy officers from all over Germany met for two days in Bremen. In addition to personal networking and discussing topics relating to

energy - both with reference to a specific site and company-wide - load peaks in electricity procurement was the topic of focus. With the help of our energy management software, site-specific evaluations of load profiles were created, evaluated and analyzed with the aim of avoiding or reducing peaks. A meeting is also planned for 2025.

### Clean energy - self-produced

Since 2019, our first photovoltaic system at the Kelheim car terminal, located on the roof of the technical hall, has been producing electricity for the processes performed there, with a generator area of 430 m<sup>2</sup> and an output of 74 kWp. In addition, a few years later, a second system with a generator area of 2,000 m<sup>2</sup> and an output of 400 kWp was installed on a car stacking system at the same location. Three additional storage batteries enable storage of up to 210 kWh for later use in the event of overproduction. The system not only supplies energy for lighting the car stacking system, but it also supplies Wallboxes for charging electric cars. Since 2020, our location in Waiblingen has also been supplied with renewable electricity through a PV system. In October 2023, a fourth PV system, which is the largest so far with an output of around 9 MWp, was finally connected to the grid and is located on the roof of our C3 logistics center in Bremen.

Together, in 2024, we were able to cover around 1,500 MWh of our electricity needs with the PV systems at our sites, which is triple compared to the previous year. We are continually reviewing expansion at other sites and already have concrete plans.

However, fully covering the electricity demand at our sites using local PV systems is still not realistic in the future. In order to ensure a complete supply of green electricity, we have set ourselves a clear goal: from 2025, we will get 100 percent of our electricity from renewable sources (more on this in the Climate Protection section starting on ► page 33).



### Regenerative heat supply has an impact

Since the reporting year, our first air-to-air heat pump has been supplying heat to the C3 Logistics Center. The heating system is a bivalent system in which peak load coverage is achieved via gas fired tube heaters. Compared with a monovalent system, significantly higher annual performance factors are achieved, so the system runs particularly efficiently. From August to December 2024 alone, the pump generated around 500 MWh of heat, which reduced the natural gas demand at the site by roughly half for those months. In particular, the combination of heat pump and PV system represents a future-proof, low-emission option for heating the property. In the five months evaluated, we reduced emissions at the site by around 70 t CO<sub>2e</sub>. The purchase of green electricity described above will significantly increase this value again as of 2025.

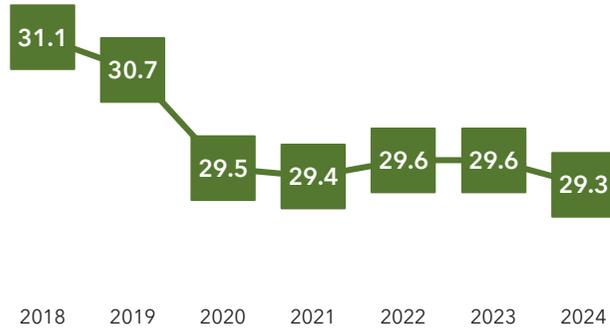
### In testing and in use: alternative drives and fuels

Our BLG AutoTransport company offers car transport for new and used vehicles and, in the reporting year, maintained its own fleet of 200 trucks in Germany, all of which meet the EURO 6 standard. In 2024, we acquired a total of 48 efficient new vehicles - the continual rejuvenation of the fleet is also reflected in a gain in efficiency that has been evident since 2018. With an average consumption of 29.3 l/100 km, the figures for previous years were undercut once again. Consistently evaluating drivers' driving behavior in combination with appropriate training also helps drivers to adopt a driving style that saves fuel.



**Specific diesel consumption of our own car transport fleet (Germany)**

l/100 kilometers



fuel made from 100 percent hydrogenated waste-based vegetable oils or animal fats. In the reporting year, we used it for various purposes, both in car transport and truck deliveries to plants. A challenge when using HVO is the creditability of emission reductions to shippers. This can be remedied by using the Book & Claim method, which we offer this with the help of a service provider. In this way, emission savings made through HVO can be documented and reported on a consignment-specific and customer-specific basis.

Coupled with intelligent route planning, we are reducing our absolute fuel consumption. In addition, it will also become more important to consider alternative drive forms, in particular the electrification of heavy payload transport. In two operational test runs in the CONTRACT and AUTOMOBILE Divisions, we have already tested e-trucks in various applications. Even if the tests were to be classified as successful, a transition to regular operation is not yet possible for economic reasons. In particular, the decisive factor here is the high investment volume - in terms of the vehicles themselves and the required infrastructure - coupled with inadequate promotional programs. Nevertheless, we are continuing to look at ways to ramp up electric tractors in our network.

HVO100 (Hydrotreated Vegetable Oil) offers a transitional solution for decarbonizing heavy payload transport, and been authorized for sale in pure form at public gas stations in Germany since April 2024. HVO100 is a paraffinic diesel

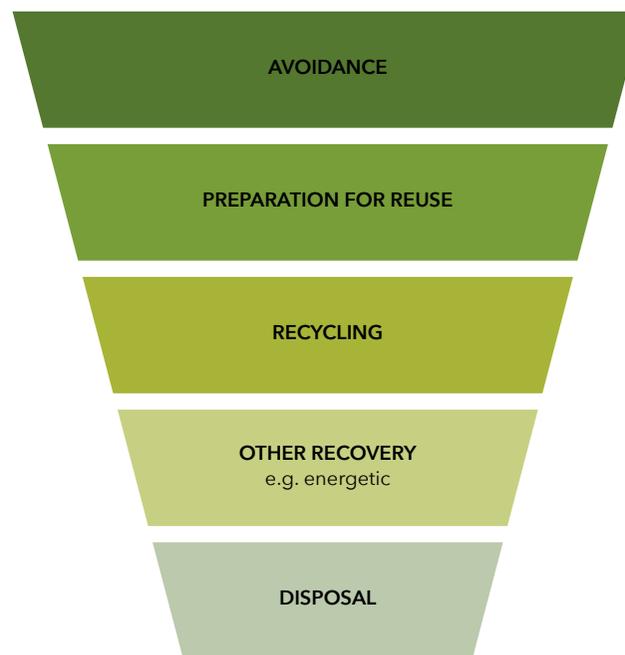
# Waste Management and Resource Conservation

Our environmental responsibility also includes the responsible use of resources and waste management. With systematic green waste management, we reduce negative impacts on the environment.



As a logistics service provider, BLG LOGISTICS generates waste through the transport and storage of goods. In order to reduce the associated environmental impacts, we are continually working on optimizing our waste management and, in particular, disposal processes by advancing the collection and control of waste quantities and recyclable materials. This approach, which is based, among other things, on the waste hierarchy laid down in the German Circular Economy Act (*Kreislaufwirtschaftsgesetz*, KrWG), is also part of our environmental and energy policy. This policy commits us to taking responsibility for using materials sustainably and sets clear, realistic targets, especially for the avoidance, reuse and recycling of when it comes to waste and recyclables. Our environmental management system has been certified under DIN EN ISO 14001 for more than ten years - now at all German car terminals and transport bases in the AUTOMOBILE Division, as well as at 13 CONTRACT logistics locations. This management system provides the framework for our processes, responsibilities and the implementation of requirements related to environmental protection, especially in the area of waste management.

## Five levels of waste hierarchy according to the Closed Substance Cycle Waste Management Act (KrWG)



## Targeted collection, targeted improvement

Our sites are responsible for the separation, collection and disposal of recyclables and waste in accordance with the law. In doing so, they cooperate with largely certified waste management companies that specialize in recycling, energy recovery and waste disposal. A significant part of the waste produced is generated through business with our customers - if they deliver packaged goods to us, for example, the disposal of the packaging is our responsibility. However, at 20 percent of our 50 sites, waste disposal is entirely the responsibility of our customers: the disposal route is specified and organized by the customer.

We are responsible for recording and documenting all waste quantities and types centrally and according to uniform standards. Responsibility for waste management lies with the Integrated Management Systems department, supported by the Safety and Environmental Protection department. Work takes place in close collaboration with

the sites and the Quality Management units of the AUTOMOBILE and CONTRACT Divisions. Specially trained environmental management coordinators are employed at the sites, who are not only responsible for keeping records, but they also act as points of contact for employees on site. In addition to the German Commercial Waste Ordinance (*Gewerbeabfallverordnung, GewAbfV*), we use a special management system module that is accessible to our employees at all times and provides clear information on processes and responsibilities.

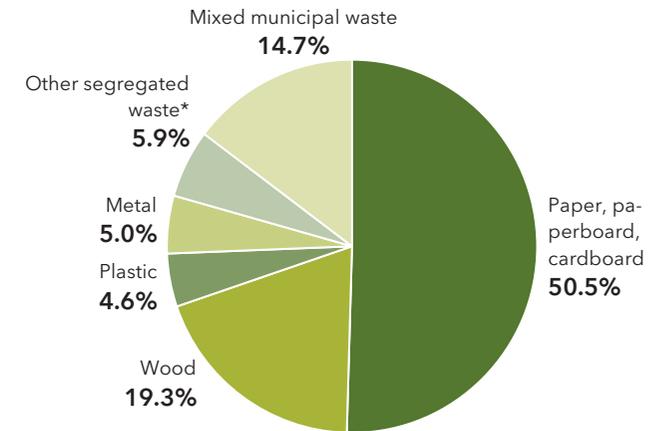
The 2023 target of an annual separate waste collection rate of 90 percent or more continued to apply in the reporting year. In addition, we analyze waste-related transport with the aim of reducing it. At 85.3 percent, the

target separate waste collection rate was not achieved in 2024. The reason for falling short of the target was, in particular, temporary, large-scale special operations, where the waste could not be sufficiently separated for technical and economic reasons. 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. Thanks to the standardized procedure and associated documentation, we meet not only our own requirements in this area but also the growing requirements that customers and lenders place on us in this regard. In 2024, we expanded our waste data collection and included our sites in South Africa for the first time. The other consolidated sites abroad will also be included in our regular waste data collection in the future.

Overall, we were able to reduce our waste generation by around 5 percent compared to the previous year to 16,850 tons, with waste volumes in South Africa also being recorded for the first time. Volumes fell in the categories of paper, paperboard and cardboard, wood, bio-waste and textiles, in particular. The proportionally largest fractions remain unchanged: paper, paperboard and cardboard and wood.

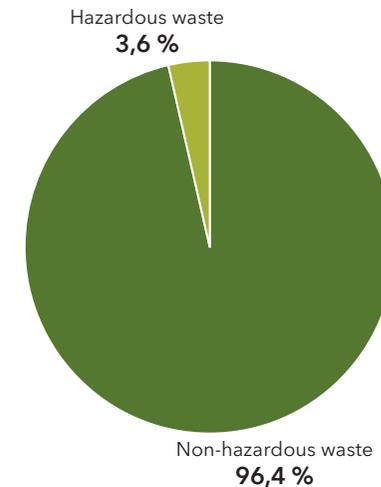
Hazardous waste accounted for just under 4 percent of the total volume in 2024. Here, the absolute volume was once again just under 7 percent lower than in 2023. For the most part, our hazardous waste is machine, gear and lubricating oils, absorbent and filter materials, and batteries. The protection of people and the environment is paramount, especially when dealing with this waste.

**Percentage breakdown of non-hazardous waste in 2024**



\* Including glass, organic and textile waste

**Percentage breakdown of generated waste 2024**



Target:

**≥ 90%**

of our waste is collected in segregated fractions

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### Individual solutions from recycling to reduction

At many of our sites, measures are already being taken to minimize waste or optimize its reuse and recovery. One example is the recycling of styrofoam packaging, which we receive as a protective material for products and components that we process for our customers. After unpacking, we do not dispose of the material, but compress it on site and remarket it. We also compress wood waste at various locations to reduce the number of trips to the disposal site and the resulting emissions.

Waste management was integrated into the planning of C3 Bremen from the outset, and it meets the requirements laid down in the WELL standard. Marked containers are provided where the waste is produced to facilitate waste separation for our employees. Wherever possible, we do not use plastic garbage bags. The disposal concept provides for separate collection of paper, paperboard and cardboard boxes, foil, mixed waste and wood in large color-coded containers. Separate bins are also available for paper towels in the washrooms, so that they can be recycled at our supplier's plants.



# Social

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# 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 %
<b>Employment contract</b>												
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
<b>Employee type</b>												
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 a 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.

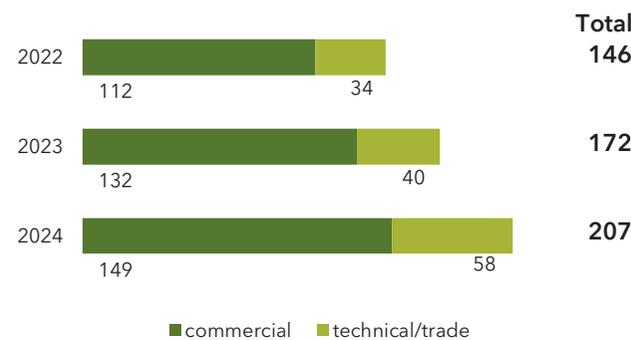


Promoting and supporting our employees individually is particularly important to us, as the recruitment, promotion and retention of qualified specialists and young talent is crucial for the success of BLG LOGISTICS. As such, the Human Resources Corporate Department pursues this with the highest priority 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:



**≥ 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**

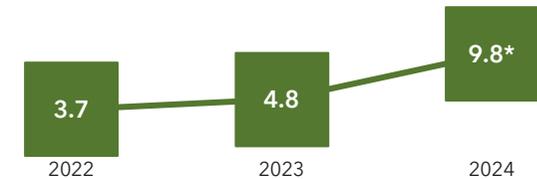
In order to attract automotive mechatronic technicians and drivers, BLG AutoTransport entered into a partnership with the head of a German language school in Casablanca in 2024. They pass along suitable candidates and trainees who then get further qualified at BLG. In 2024, not only was it possible for 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.

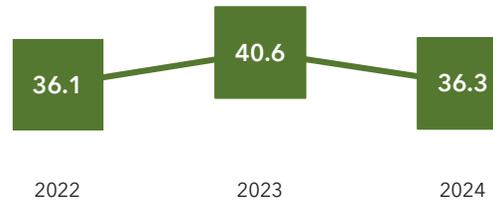
A corresponding software tool was purchased in 2023 to make it easier to produce and regularly update hazard assessments. The integrated work steps were individually adapted to BLG processes by the Corporate Safety and Environmental Protection Department. In 2024, the hazard assessment tool was further 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 %
<b>White-collar employees</b>												
<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
<b>Blue-collar employees</b>												
<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.

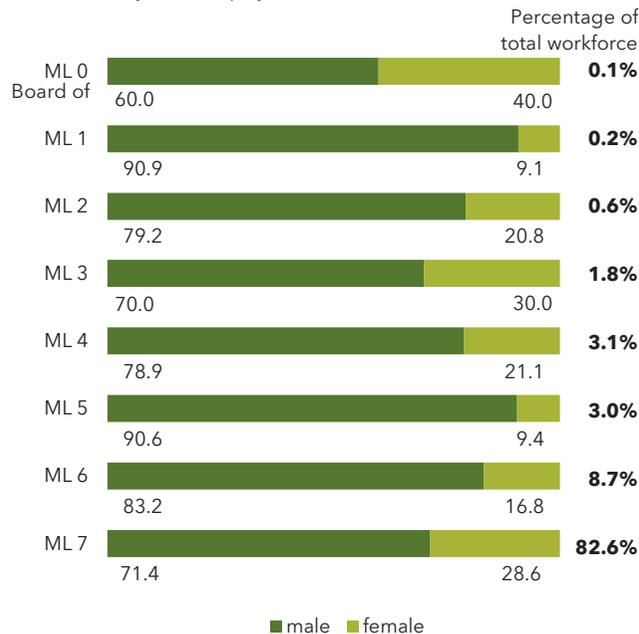
These simulations are part of the coaching and are intended to raise awareness when it comes to interviewing with people with disabilities. The results were fed into the company in a Disability Awareness Workshop organized by the Inclusion Officer.

**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

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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](http://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.



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# Compliance

Compliance is an important basis for our corporate action and day-to-day business activities. Our ethical standards are the basis for our cooperation with our business partners.



Applicable law and our own principles of conduct are the basis for our actions and all the decisions we make as a company. This makes us a trustworthy, reliable partner for employees, customers, business partners and shareholders. Violations of the law can cause significant long-term damage to the company. Therefore, our compliance management system actively prevents risk factors such as bribery and corruption, acceptance of advantages, embezzlement and collusion against fair competition. In order for this preventive approach to be effective throughout the organization, we attach particular importance to raising awareness among our employees and providing regular and comprehensive information.

Responsibility for compliance matters lies with the Corporate Legal, Insurance & GRC (Governance, Risk, Compliance) department, whose management reports directly to the Chief Compliance Officer, our CEO. We do not tolerate corruption, we do not permit discrimination and we attach great importance to occupational health and safety. We use resources responsibly and regard fair competition as an indispensable prerequisite for a free market. In the reporting year, no violations of the law were documented that resulted or could result in fines.

## Our regulations, monitoring and reporting systems

The Compliance Officer appointed by the Board of Management is responsible for the implementation and further development of the BLG-wide compliance strategy. An essential part of this involves regularly reviewing whether existing systems are effective. The results are reported to the Chief Compliance Officer on a regular basis. Once a year, the Supervisory Board is informed about all compliance-related issues, processes and events.

The Compliance Officer regularly informs the Labor Relations Director in the Compliance Committee and the Head of Internal Auditing on current issues. If measures need to be implemented, they are drawn up in the Compliance Committee and then implemented within the company.

In day-to-day business, the Compliance Officer is the point of contact for our employees: they receive information, answer questions and give advice – also preventively – on possible violations of the law. In addition, our ombudsman was an independent and impartial point of contact for employees and third parties during the reporting year. Any suspected cases can also be reported to them anonymously. All contact details can be found on our website and are also published in our relevant guidelines.

## Our principle

When exercising their duties, no BLG employee may offer, promise or accept incentives, preferential treatment or other benefits that are intended to influence fair, objective and proper decisions, or even give the appearance of doing so.

In addition, the BLG Integrity Line was introduced in the reporting year. The digital platform makes it easy, secure and completely anonymous to report abuse, risks and misconduct in connection with professional activities, but also in connection with human rights and environmental obligations within the meaning of the Supply Chain Due Diligence Act (LkSG). Information is recorded in encrypted form and processed confidentially in order to give whistleblowers even better protection. The BLG Integrity Line is a powerful symbol to ensure transparency and protection of our corporate values in the long term.

In the reporting year, information relevant to the LkSG was received regarding a direct supplier of BLG LOGISTICS. The information was reviewed by the Legal, Insurance & GRC department and then remedies were defined and implemented with relevant specialist departments in BLG LOGISTICS.

When implementing our compliance strategy, our Board of Management and our senior executives are role models. They are responsible within their business area for providing information on and complying with the relevant rules. Each and every individual at BLG LOGISTICS is also obligated, regardless of their position, to point out any wrongdoings or suspected violations of the law. This makes it all the more important for us to raise awareness among our employees of the dangers of corruption. In addition, the dual-control principle, which is established in all relevant business processes, protects both employees and the company as a whole in practice.

Our Code of Conduct and compliance policy are central components of our compliance management system. In addition to our requirements with regard to working conditions, the environment and climate protection, the Code of Conduct contains requirements for dealing with business partners, competitors and authorities in a way that is legally and ethically correct. It also governs the arrangement of donations and sponsorships as well as conduct in the event of any conflicts of interest. The compliance policy contains important rules of conduct to avoid typical compliance risks in global companies and describes the associated processes, such as the “know-your-customer” principle. Like all internal company guidelines and policies, both documents apply to all companies in which we directly or indirectly hold more than a 50 percent of the shares or for which BLG LOGISTICS is in charge of corporate management. They are therefore binding for all our own employees and external staff, as well as for consultants working for us. In companies governed by foreign law, the guidelines must be implemented accordingly. Newcomers at BLG receive the Code of

Conduct with their welcome folder, and temporary agency workers are informed at their initial briefing. Both the compliance policy and the Code of Conduct can be found on the intranet. Information on the compliance system, the Code of Conduct and relevant contact persons can also be publicly accessed on the Internet. Guidelines and policies are available in English at our international locations.

### Embedding compliance within the company

A functioning compliance system is only possible if it is practiced by the workforce. To this end, we raise awareness among our decision-makers and senior executives, inform them about the issues and keep them up to date with the latest developments. In 2024, corresponding mandatory training courses on compliance, antitrust and competition law were conducted for the Board of Management, senior executives at levels 1-3 and all staff in Purchasing and Sales. The target of training at least 90 percent of employees in top management levels 1-3 was exceeded in 2024, with 100 percent of senior executives in Germany and 100 percent of senior executives at consolidated sites abroad receiving training. 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.

We are continually improving, expanding and broadening our training system in this area and in 2024, we developed a refresher e-learning course. This refresher course builds on the comprehensive basic compliance course and repeats specific content on anti-corruption, conflicts of interest, and competition and antitrust law. All modules can be completed anywhere and anytime using our Tutorize central training platform, and each completion is

Target:

≥ 90%



of our management employees  
receive annual compliance training

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recorded by the system. Managers below the above-mentioned levels also receive appropriate training. We also inform all other employees about topics relevant to compliance using various communication channels on a regular basis and when the situation demands it.

### Responsibility along the supply chain

Compliance also shapes how we cooperate with our business partners and is passed on along supply chains. We require our suppliers and service providers along the supply chain to comply with the applicable legal framework and our Supplier Code of Conduct, as laid down in our General Terms and Conditions of Contract and Purchase. Further information on our supply chain management is described in the Sustainable Supply Chain section starting on ► page 30. [www.blg-logistics.com/gtc](https://www.blg-logistics.com/gtc)

**Information security as a core building block**

Information technology is involved in all of our processes, and our business depends on systems that are always functional and secure. Our customers, suppliers and staff also rely on this. We are therefore constantly working to anchor IT security in our projects, in our day-to-day business and in how our entire organization thinks. We ensure a uniformly high level by running our Information Security Management System (ISMS), which is based on the ISO 27001 and ISO 27002 international standards. The maturity and effectiveness of our measures are regularly reviewed both internally and externally. BLG LOGISTICS has already been successfully audited at 14 sites in accordance with the automotive industry standard "Trusted Information Security Assessment Exchange - TISAX" and is currently extending the certification for an additional ten sites. The focus is on all BLG information assets, with particular regard to our IT systems. We also attach great importance to safeguarding our operational technology and business continuity management (BCM). Our policies on information security and business continuity management provide the framework for all relevant aspects in this regard. These regulations apply to BLG LOGISTICS including all majority shareholdings, as well as to minority shareholdings that use our IT systems, and are also binding on contractual partners and suppliers subject to deviating regulations. When working with service providers, we ensure compliance with all relevant certifications, such as ISO 20000, ISO 27001 and ISO 22301, and regularly review this.

Due to the increasing threat posed by cyberattacks, we constantly review all existing organizational and technical

measures for safeguarding our information and IT environment and continually implement new ones in order to be up to date at all times. This safeguards the business continuity of the company and also meets our customers' requirements. This process is complemented by a continuous awareness program to raise awareness and train our employees.

Our Corporate Information Security Officer (CISO) with the Information Security Management department, who reports to head of the Legal, Insurance & GRC department, is primarily responsible for all matters relating to information security. Among other things, the CISO is responsible for the operation and continuous development of the BLG LOGISTICS Information Security System, giving advice on information security issues, conducting a strict risk analysis, implementing awareness-raising and training measures, and ensuring emergency prevention. In the event of security incidents or suspected cases, our employees can also inform the CISO anonymously. Our CISO is to be involved in all safety-relevant processes across the organization.

**Focus on data protection**

The Legal, Insurance & GRC department is responsible for data protection at BLG LOGISTICS. Our internal guidelines are based, among other things, on the requirements laid down in the GDPR for the handling of personal data. Regular, systematic site checks serve to check compliance with coordinated processes, identify possible deviations and potential for optimization, and ensure that a uniformly high level of data protection is implemented throughout the organization.

In order to make our employees more aware of data protection, an online training course was developed. All employees in business roles receive refresher training every two years. In addition, events such as the European Data Protection Day used to raise awareness internally of this important issue. In the event of questions or suspicious cases, our external data protection officer is available at any time and also accepts anonymous reports about suspected data breaches. Their contact details are publicly available on our website. A centrally managed tool is used for documentation, and this maps interfaces with IT and information security. In this way, we achieve a depth of documentation that allows us to react quickly and safely even in the event of very short-term events or inquiries from supervisory authorities.



# Economic Value Creation

We strive for strategic and sustainable growth – and also assume our responsibility as a major regional employer at many locations.

We provide a wide range of services at the interfaces between producers, dealers and consumers – for example, supply for production, the distribution of goods or the transport of vehicles by road, rail and water. With logistical tasks becoming increasingly complex, the demands placed on us and our services are also increasing. The main drivers of this development are ongoing globalization, shorter product lifecycles, advancing urbanization and digitalization, and now also artificial intelligence (AI). Our industry continues to benefit from increasing demand, which is particularly linked to the growth of e-commerce models and returns processing in the B2C sector. At the same time, the ongoing pressure on margins presents a continuous challenge, as does competition for skilled workers and laborers, which is further intensifying – also due to demographic developments. Additional factors include the continually increasing importance of online retail, high expectations for delivery speed, flexibility and quality, and generally increased environmental awareness. After the previous year, the overall market environment remained difficult into 2024 due to numerous crises. The most important issues are Russia's ongoing war against Ukraine and the conflicts in the Middle East and the Red

Sea. But the change of presidency in the United States, as well as inflation, shortages of skilled workers and climate change, have also contributed to this.

## Financial corporate management

We have designed our management system for maximum clarity and transparency. Revenue, earnings before taxes (EBT) and the resulting EBT margin, as well as earnings before interest and taxes (EBIT), are the key performance indicators. Since 2021, the remuneration system for our Board of Management has also included non-financial targets: CO<sub>2</sub> emissions, the trainee ratio and the rate of occupational accidents per 1,000 employees. In the meantime, this also applies to our employees without collective bargaining agreements in stages. Details can be found in the Fundamental Information about the Combined Group – Combined Group Management section of the Financial Report.

Despite the challenging geopolitical and economic conditions described above, we closed the 2024 financial year significantly ahead of expectations. This shows once again that, thanks to our diversification across our three business

segments, we are positioned to be robust and fit for the future. For example, the AUTOMOBILE Division significantly improved its result compared to the previous year despite declining volumes in vehicle handling and transport. This was achieved, among other things, through good capacity utilization and productivity at seaport and inland terminals, as well as the fact that car manufacturers are increasingly shifting various work over to service providers like us. On the other hand, the CONTRACT Division remained below expectations – mainly due to strong declines in volumes due to reduced demand, particularly when it came to car parts and industrial logistics. The CONTAINER Division was ultimately able to achieve a significantly higher result than forecast despite the difficult economic situation. Additional from storage fee and reefer revenues contributed to this.

In the 2024 financial year, Combined Group revenue rose only slightly from the previous year, by EUR 10,629 thousand to EUR 1,220,664 thousand – an increase of 0.9 percent. Meanwhile, Group EBT rose significantly by EUR 55,696 thousand, i.e., by over 150 percent. Similarly, EBIT also increased by EUR 57,150 thousand to EUR 103,342





thousand. The EBT margin in the 2024 financial year was thus 7.5 percent (previous year: 3.0 percent). The financial management of BLG LOGISTICS is described in detail in our 2024 Financial Report. All in all, we took advantage of the opportunities offered last year and initiated important changes. Nevertheless, we continue to face a volatile market environment - for example, global supply chains could be severely tested yet again by the implementation of trade restrictions. We are preparing ourselves for these and other challenges by consistently addressing topics such as digitalization, AI and automation, but also sustainability, in order to continually improve BLG LOGISTICS' economic situation.

### Key performance indicators

		<b>2024</b>	2023	2022
Revenue	EUR million	1,220.7	1,210.0	1,119.0
EBIT	EUR million	103.3	46.2	64.6
EBT	EUR million	91.8	36.1	55.7
EBT margin	in %	7.5	3.0	5.0

### Added value statement

The information on economic value creation and allocation shows how we generated and used assets for our stakeholders. The use of net added value is a major indicator for the economic value creation of our business activities. It is calculated as the gross operating revenue, less depreciation and amortization (excluding personnel expenses) and amounted to EUR 688.3 million in the reporting year. The largest part was spent on BLG LOGISTICS employees, at EUR 526.9 million. In addition to pure wage and salary costs, social security and post-employment benefit costs are also included. Personnel costs rose slightly again compared to the previous year as the number of employees declined.

In addition to personnel expenses, the value added also provides a return to the capital providers. Of this, EUR 16.5 million is attributable to distributions and dividends to BLG LOGISTICS' main shareholder, the Free Hanseatic City of Bremen (municipality). In addition, profit distributions are made to shareholders of consolidated joint ventures and shareholders of BLG AG, and interest payments are made for bank loans. Payments to the public sector are mostly in the form of taxes and ground rent.

### Added value statement BLG LOGISTICS 2024

Financial year 2024	EUR million	in %
Revenue	1,220.7	
Other income	133.1	
<b>Gross operating revenue</b>	<b>1,353.8</b>	
Cost of materials	436.9	
Depreciation and amortization expenses, impairment losses	82.6	
Other expenses	166.0	
Total advance payments	685.5	
<b>Value creation</b>	<b>668.3</b>	<b>100</b>
<b>Utilization</b>		
Employees	526.9	79
Public sector	29.4	4
Lenders	26.2	4
Shareholders	85.8	13
<b>Total</b>	<b>668.3</b>	<b>100</b>



# Customer Satisfaction

**With innovations and efficient processes, we are shaping the logistics of tomorrow. Our customers are always in our focus.**



We maintain long-term partnerships with numerous customers and work together on changing projects with a spirit of trust. We play to our strengths especially when it comes to the implementation of customized solutions or the development and operation of complete logistics centers. But we also provide highly reliable and efficient logistics services day in, day out. Regardless of the type and size of the order, it is crucial for us to understand our customers' business and respond to their needs right from the planning phase. We also anticipate potential changes within their industry or on the market. For example, we support the transition to electromobility – a key challenge for many of our customers – by continually expanding our services in this area, as well as our expertise. Long-term contracts allow us to be proactive in this way and give us the space and security to invest in sustainable solutions.

Our C3 Bremen logistics center, for example, sends out an important message with its sustainable approach. Since 2023, we have pooled production supply for the global assembly plants of a leading car manufacturer at this center. In addition to customer requirements, the concept also

focuses on modern workplaces. With its 9.3 MWp PV roof-top system, energy-efficient cladding and holistic energy concept, the C3 sets a new environmental standard for logistics properties.

## Structures and processes ensure quality

We contractually guarantee the quality of our services to our customers and work day in day out to convince them of the value of our partnership. We attach particular importance to long-term relationships, but we are happy when new companies decide to join us too. In the reporting year, we further expanded our partnership with Siemens Energy: in Bremen, we store and handle components for the production of wind turbines in Cuxhaven. In Falkensee, in addition to the existing business, we now also take care of order picking for the shipping of spare parts and additional parts for circuit breakers. Meanwhile, our site in Düsseldorf is becoming a hub for the distribution of various tools needed for the installation and maintenance of industrial steam turbines. For our customer Bosch Home & Comfort, we will manage exports from a new logistics center in Butzbach, Hesse, in the future. In addition, we agreed on a further long-term cooperation in

Bremen for the supply of the Mercedes plant there with components from an external sequencing center. In order to optimally support the growth of our existing customers, we have also rented additional space at three other sites.

The continuous reduction in damage rates is naturally also an important indicator of the quality of our performance. We continually check the corresponding possibilities and levers. The "Integrated Management Systems & Sustainability" department is responsible for setting up, developing and finally certifying our quality management systems. It also promotes the integration and implementation of our environmental, occupational safety and energy management systems. Most of our German and foreign locations, including all those in the AUTOMOBILE Division, are certified under DIN EN ISO 9001, while the automotive sites are also certified under VDA 6.2. In addition, customers carry out their own quality audits at our car terminals. In the CONTRACT Division, our services are strongly aligned with, or even closely linked to, the production processes of our customers. Through regular exchange at operational and management levels, we identify potential for



improvement, whereby optimizing added-value activities is a particularly decisive factor for success.

### Improving with lean management

In order to continually improve processes, systems and thus our overall performance, we organize our processes according to lean management principles and rely on the Six Sigma management system. Lean management was already firmly integrated into our corporate culture at all CONTRACT sites in 2017, and is currently also being implemented at inland terminals. The five associated principles - define value, mapping the value stream, creating flow, establishing a pull system and pursuing perfection - form the basis for continuous optimization. Defining value looks at the customer perspective, while the value stream focuses on processes that create value, and the flow principle tries to eliminate bottlenecks. When focusing on pull, only the service ordered in the downstream process is provided. Finally, the pursuit of perfection is the fifth principle that creates lasting benefits for the entire company through innovative thinking and action. Our production system is constantly moving and developing. It is not only a set of rules for designing, introducing and maintaining processes, but embodies a philosophy by aiming to reduce waste and increase value creation. Continuous maturity measurements create transparency with regard to how much lean management has penetrated the company, from which recommendations for site development can be derived. The maturity results clearly demonstrate progress and impact at the CONTRACT sites. Our employees play a decisive role in the success of lean management. Their active participation and commitment are essential, which is why we encourage them to make suggestions for improvement and actively help shape their

working environment. Our managers have the job of supporting and motivating them and thus making the successful implementation of the production system possible.

### Well prepared for the future

In order to prepare our customers in the best possible way for what is to come in logistics, we are continually developing new solutions. The Technology department examines the use of meaningful technical innovations both at existing BLG sites and for tenders and new business. The aim is to increase the level of automation and digitalization at our sites in a targeted manner - by using technology that convinces not only in terms of economics, but also in terms of processes. These include driverless transport vehicles with alternative drives, car identification systems or robotics. As the AUTOMOBILE and CONTRACT Divisions draw closer together, the Technology department's field of activity is now also expanding to AUTOMOBILE and Cargo sites, which allows synergies to be exploited. The Digital Services unit, as part of the Corporate IT department, is responsible for implementing digitalization measures for data strategies, artificial intelligence (AI) and digital workflows.

BLG LOGISTICS is intensively involved in research and development projects in order to develop innovative, holistic concepts together with partners from science and industry. In 2024, the Technology department worked on some of these forward-looking projects. They are part of our ongoing efforts to actively shape the logistics industry of tomorrow through technological innovation and sustainable solutions.

The "Mobility2Grid" project, funded by the German Federal Ministry of Education and Research (*Bundesministerium für Bildung und Forschung*, BMBF), kicked off in March 2022 with the aim of developing efficient, networked systems for a climate-neutral city by 2027. As part of this, we take a central role in developing concepts for the complete electrification of a logistics site. Comprehensive simulation studies involve both technical framework conditions, such as the available connection capacity, and logistical performance capacity too. A key objective is to test the feasibility of electrification in continuous operation with the logistics/supplier center in Falkensee as an example of application.

The "HyBit" collaborative research project has also been running in parallel since 2022, addressing the question of how local hydrogen hubs can contribute to a sustainable and climate-neutral Europe. In the "Mobility and Logistics" project cluster, we are developing analysis and evaluation methods for hydrogen use. The aim is to identify possible pilot applications and develop initial concepts. HyBit comprises a consortium of 18 partners and will run for 4.5 years. The collaboration makes it possible to gain comprehensive insights into the integration of hydrogen technology into existing logistics processes.

Another important project is the "MEXOT" research project supported by the Innovative Port Technologies (IHATEC) funding program, which was launched back in January 2022 with BLG AutoTec GmbH & Co. KG as a practical partner and successfully concluded at the end of the reporting year. It aimed to ensure the holistic, ergonomic design of a technical workstation, including the picking work that comes before. For this purpose, passive



exoskeletons with measurement sensors were further developed and coupled with driverless transport vehicles. An incentive platform with an integrated gamification approach gave employees feedback on the relief provided by the exoskeleton and gave some additional motivation. At the end of the project, practical tests were carried out to validate the solutions developed. The project showed that the exoskeletons used, especially in the warehouse, contribute to an ergonomic improvement of the working situation and reduce physical stress. The direct feedback to employees on the support provided through recorded ergonomic data was also well received. The testing of driverless transport vehicles with follow-me mode was also successfully developed and operationally tested.

The “Resource Development in Service Work - ResourceE” project tests innovative solutions for health-promoting work design and competence development. BLG LOGISTICS is involved as an application partner with the Bremen Logistics Center and C3. An initial pilot phase using various exoskeleton models was supported scientifically. Based on the results obtained, preferred models are now being evaluated over a longer period and examined with regard to procedural and human-centered factors, such as efficiency or user-friendliness and influence on work motivation. In addition, software tools are being developed for assistance technology selection. The project started in July 2023 and will run for five years.

In addition, more progress was made with the “PortSkill 4.0” project. In 2024, BLG LOGISTICS was involved in collaborative projects with a total volume of EUR 59.2 million.

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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 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/CO<sub>2</sub>), the employee dimension (occupational health and safety), anti-corruption and anti-bribery, and IT security.

### Environmental matters - energy consumption and greenhouse gas emissions (CO<sub>2</sub>)

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 CO<sub>2</sub> 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 (CO<sub>2</sub>) is controlled at EUROGATE via energy input. The most significant emission indicator for EUROGATE is CO<sub>2</sub> emissions in metric tons (t CO<sub>2</sub>)\*\*\*.

Relevant non-financial key performance indicator (KPI):

- Development of CO<sub>2</sub> emissions in metric tons\*\*\*

CO<sub>2</sub> 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 <sub>2</sub> emissions should be reduced by 50% compared to 2022 (based on Scope 1 and Scope 2 emissions).
Status 2023	104,668 t CO <sub>2</sub> e (Scope 1 and Scope 2)****
Status 2024	118,407 t CO <sub>2</sub> e (Scope 1 and Scope 2)
Note	How CO <sub>2</sub> 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 <sub>2</sub> emissions.

\*\*\*\* The determination of CO<sub>2</sub> emissions was also verified by verifying energy data. As a result, the verification led to slightly lower CO<sub>2</sub>e emissions compared to last year's reporting. CO<sub>2</sub> emission factors, including upstream chain emissions, are still used in the calculation. Renewable electricity from wind and PV was assessed as CO<sub>2</sub> 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 CO<sub>2</sub> emissions, climate risks, etc.

## CO<sub>2</sub> equivalents (CO<sub>2</sub>e)

Measure to standardize the greenhouse effect of different greenhouse gases. The reference value is carbon dioxide CO<sub>2</sub>. DIN 16258:2013-03 takes into account: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC and SF<sub>6</sub>. 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: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, C<sub>6</sub>F<sub>14</sub> and C<sub>2</sub>F<sub>6</sub>.

## 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

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## 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](https://reporting.blg-logistics.com)



# Legal Notice

## Publisher

BLG LOGISTICS GROUP AG & Co. KG

Präsident-Kennedy-Platz 1

28203 Bremen, Germany

[www.blg-logistics.com](http://www.blg-logistics.com)

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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

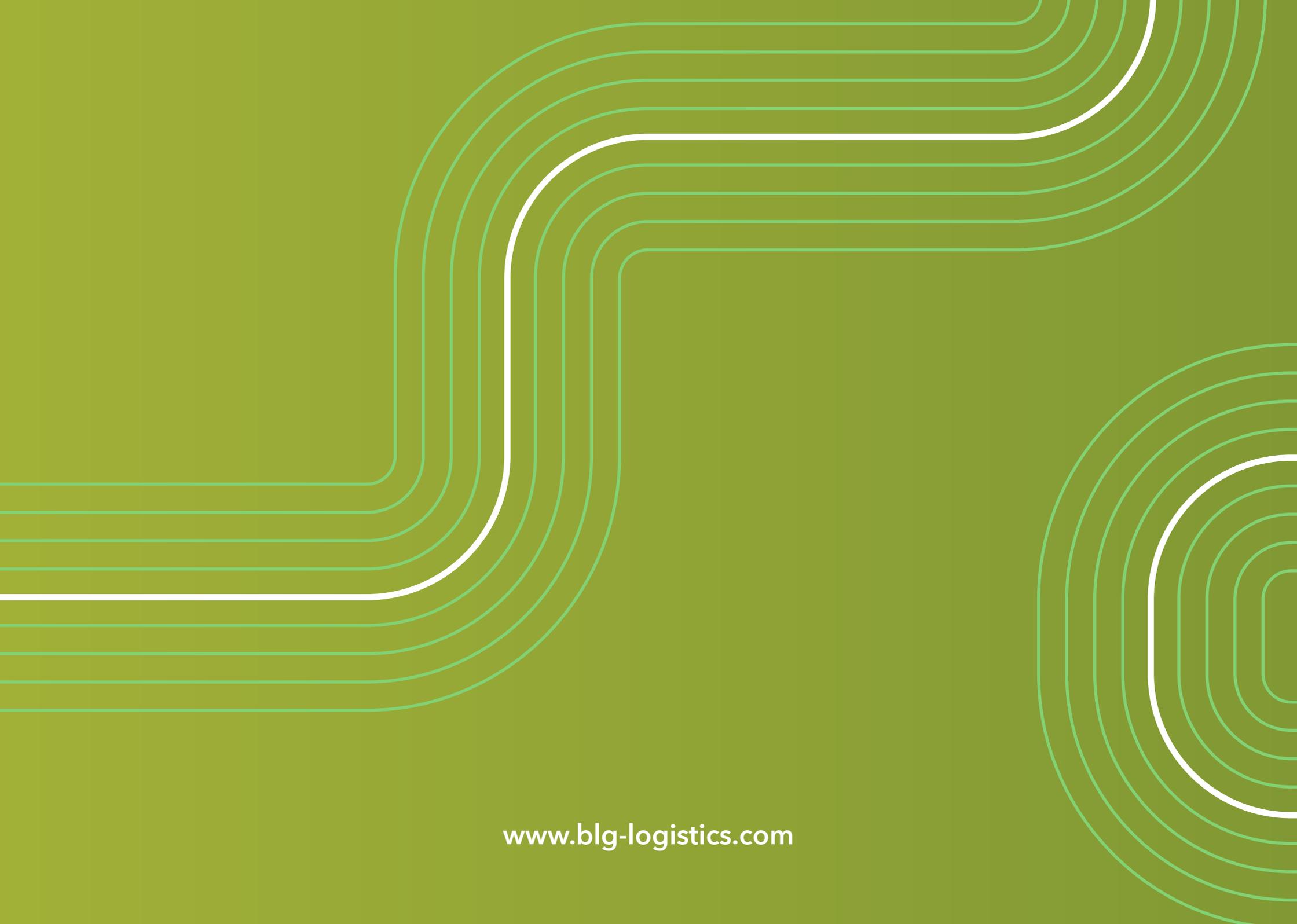
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BLG LOGISTICS: pages 63 to 65

Mercedes-Benz Werk Bremen: page 64, middle

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