09/2025

RHENUS LOGISTICS

2024

Rhenus Group sustainability report.

Foreword

At Rhenus, sustainability has always been an integral part of how we operate. As a family-owned company, we take a long-term view, thinking in generations rather than quarters. This perspective informs our decisions and reinforces our commitment to responsible action today to ensure a viable and livable future. Our aim is to create lasting value – the environment, for society, and for our employees.

Customer focus is a central driver of our business and a key enabler of sustainable growth. We firmly believe that delivering long-term value to our customers goes hand in hand with environmental responsibility and social accountability. With clearly defined objectives, we are committed to advancing the logistics industry – by fostering innovation, promoting fairness, and reducing our environmental impact – while remaining attentive to the evolving needs of our customers and communities.

Our employees play an essential role in this journey. We are committed to a culture built on respect, the recognition of individual capabilities, and continuous development. We encourage the development of ideas and innovation, promote accountability, and collaborate to achieve shared success. These principles are embedded across the organization and are integral to how we approach sustainability.

In this sustainability report, we provide transparent insights into how we are addressing today's challenges, what progress we have made, and the goals we are working toward. Our efforts focus on concrete measures such as reducing GHG emissions, improving working conditions across our supply chain, and implementing forward-looking solutions.

The path to a sustainable future is a continuous development that we want to take step by step together with our customers, employees and partners. Collaboration is essential if we are to meet future challenges and fulfill our shared responsibilities.

We would like to thank all our employees, partners, and stakeholders who have contributed to advancing our sustainability goals. Let us continue to shape the logistics of the future with strength, openness, and innovative power – responsible and sustainable. Only together we can set new standards, initiate real change, and make a positive contribution to the environment and society as an industry.

Dr. Joana Baetz
Member of the Board
HR I Sustainability I Compliance

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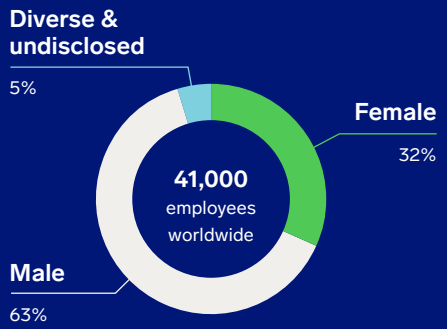
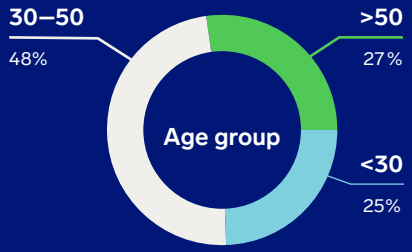
Key facts & figures

People Sustainability

55%
22,525 blue collar

45%
18,475 white collar

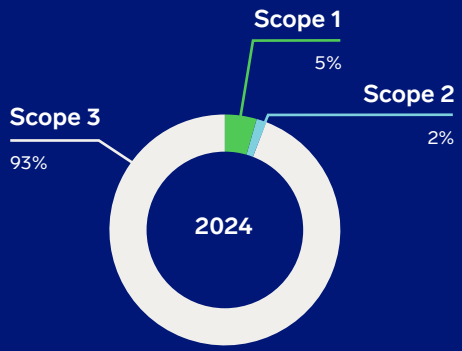




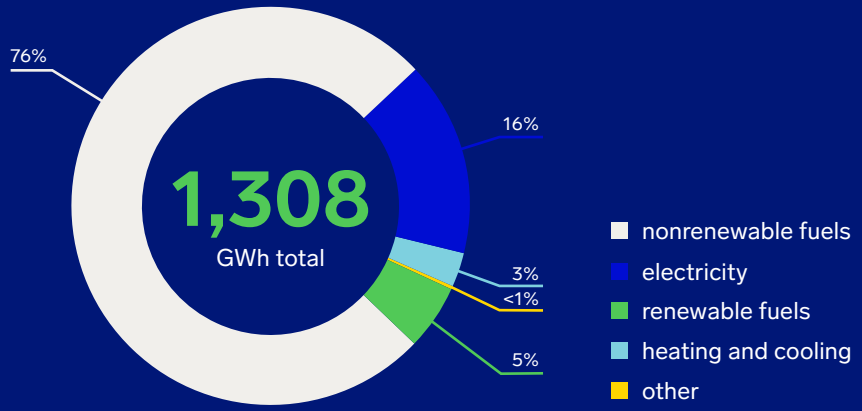
Responsible logistics and climate change

Total CO_2 Footprint 2024

3.21 mln
tCO_2e



Energy source composition in 2024



Key facts & figures

Compliance management

100%
of employees have access to

Compliance guidelines

Whistleblower hotline – worldwide & 24/7

Compliance e-learnings

- → Effective CMS
- → Identifying risks
- → Avoiding misconduct
- → Strengthening trust

0
significant instances of noncompliance with laws and regulations

0
sanctions imposed

Health & Safety

Accident frequency (LTIFR)
13.7

Accident severity (LTISR)
20.1

Number of fatalities
0

About this sustainability report

This sustainability report is intended to provide a transparent and comprehensive insight into both the company's sustainability strategy as well as its sustainability performance. The sustainability reporting has been carried out in accordance with the guidelines of the "Global Reporting Initiative" (GRI 2021) and has a clear structure to ensure accuracy and completeness.

The reporting period covers the fiscal year from January 1 to December 31, 2024. The content presented is based on our materiality analysis conducted in 2023 and covers the entire Rhenus Group with all its business activities. Where information applies only to specific parts of Rhenus, this is clearly indicated.

About Rhenus Group

Rethinking global logistics

Rhenus is a leading logistics service provider, offering customized solutions across the entire supply chain – from warehousing and transport to value-added services and digital solutions. With over 100 years of experience and a strong foundation as a family-owned business, we remain committed to long-term partnerships, operational excellence and sustainable growth.

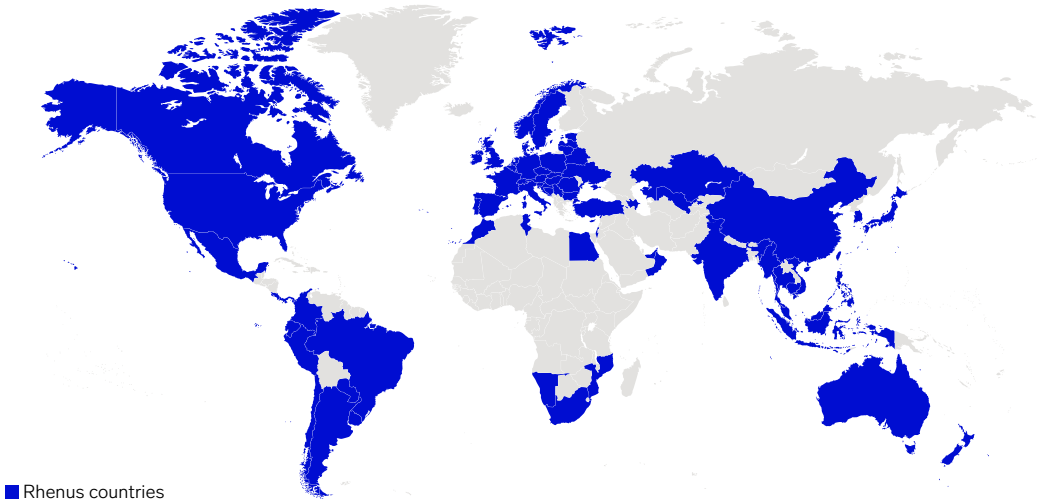
Today, the Rhenus Group employs over 41,000 people and operates more than 1,330 sites in over 70 countries. Together, we generated an annual turnover of EUR 8.2 billion, supported by a globally connected network and deep industry expertise.

Rhenus is active across a wide range of sectors, including automotive, chemicals, consumer goods and FMCG, fashion and lifestyle, high-tech, as well as life sciences and healthcare. Across these industries, we provide tailored transport and logistics services – by road, rail, sea, air and inland waterways – while also offering warehousing, 2-man delivery, project logistics and value-added port and commodity logistics solutions.

Foundation year	Acquisition by RETHMANN Group	Employees worldwide*
1912	1998	41,000

Annual turnover in euros*	Countries*	Locations*
8.2 bln	70+	1,330

* 2024



Our value chain is built on a foundation of end-to-end service: from designing and managing supply chains to delivering goods across complex, international networks. We leverage digital and document solutions, such as supply chain visibility tools and customs services to ensure transparency, compliance and agility throughout every stage of the logistics journey.

Upstream, we partner with suppliers, carriers and technology providers to ensure reliable operations and efficient resource use. Downstream, we work closely with customers in global markets to deliver products safely, sustainably and on time – whether raw materials, high-tech systems, consumer products or recyclables.

Beyond direct logistics services, Rhenus fosters long-term relationships with ports, transport hubs and regulatory entities to enhance seamless movement across borders and regions. Collaboration is key to our approach. By integrating people, data and infrastructure, we're rethinking global logistics – making it smarter, more sustainable and more resilient for the future.

Our services at a glance

Sea transport

Cost-efficient and sustainable transport for non-time-critical goods, including LCL (less-than-container load), FCL (full-container load) and offshore logistics via our global maritime network.

Air freight

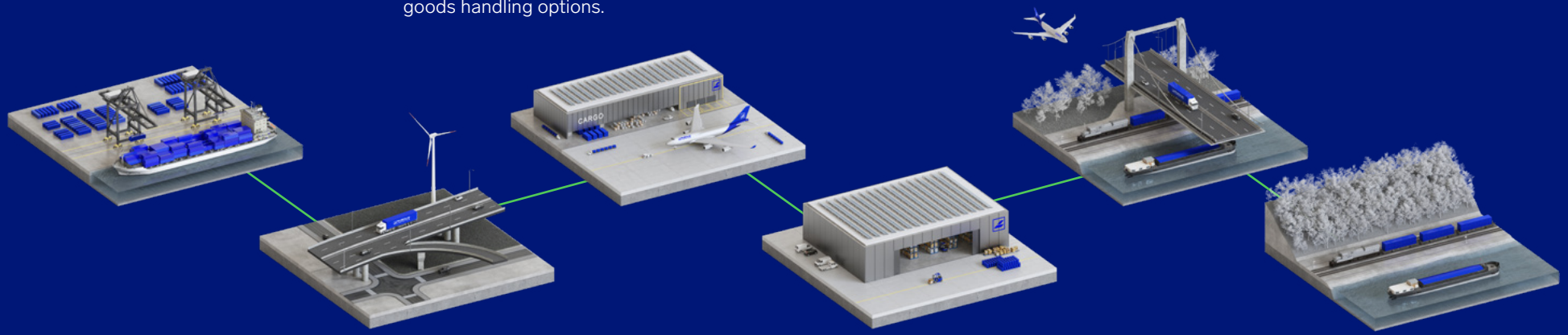
Fast, secure global air freight with additional services such as insurance, labeling and repacking, as well as full and part charter, on-board courier (OBC), next flight out (NFO), temperature-sensitive cargo and dangerous goods handling options.

Warehousing solutions

Over 180 secure warehouse sites, industry-specific storage and value-added services supported by smart warehouse management systems.

Automotive logistics

Full supply chain operations for vehicle manufacturers – from material supply and factory logistics to module, battery and complete vehicle assembly, including recycling and sequencing.



Port services

Flexible, efficient cargo handling through our Europe-wide port network with direct access to key hubs. Services such as transshipment, pre-carriage, on-carriage and customs clearance support smooth sea transport and reliable onward movement.

Road transport

Flexible and reliable delivery with groupage, LTL (less-than-truck-load) and FTL (full-truck-load) services – tailored to hazardous, temperature-sensitive and volume-varying goods.

Document solutions

Secure archiving, digitization and destruction of sensitive documents – fully compliant with data protection standards.

4PL (fourth-party logistics)

End-to-end supply chain control and transparency through digital solutions and expert support from our Control Tower service.

Sustainability at Rhenus Group

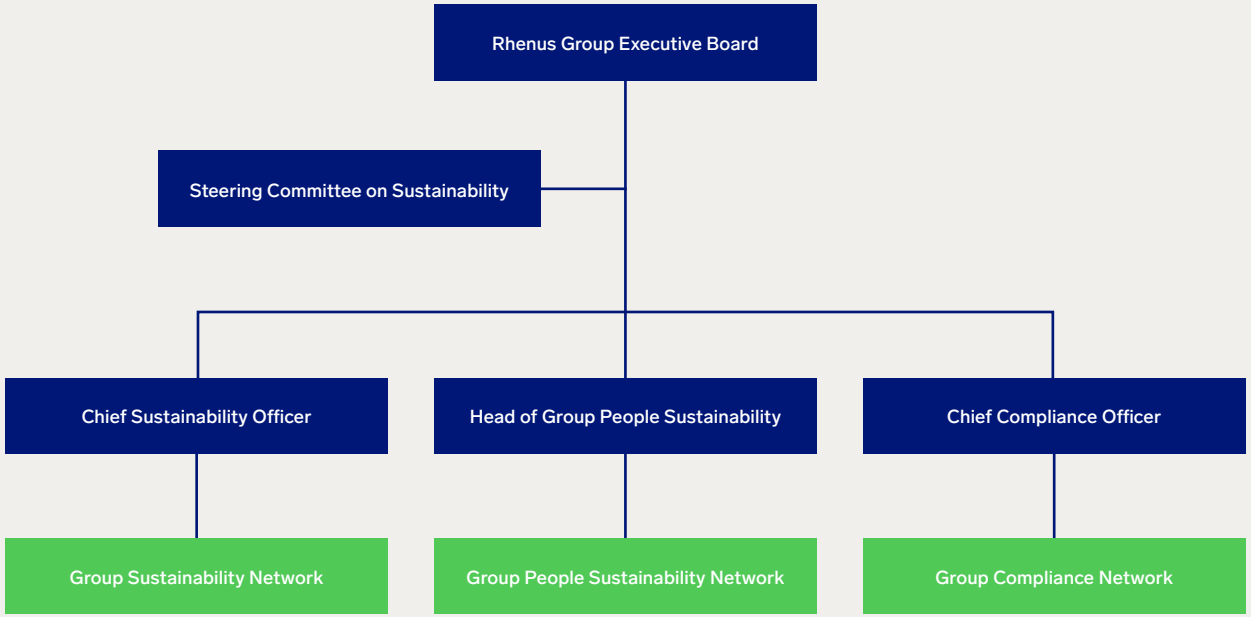
Responsibility for the future begins today

At Rhenus, we see sustainability as a shared responsibility – one that spans our operations, partners and communities. For us, sustainable growth means balancing environmental protection, social responsibility and economic success to ensure long-term value creation.

To align these efforts and steer Group-wide progress, our Group Sustainability Function sets strategic direction, establishes cross-functional standards and manages internal and external engagement. Reporting directly to the Group Board, it ensures alignment with key frameworks such as the CSRD, GRI, CDP, EcoVadis and the UN Global Compact.

With our diverse portfolio and global presence, we follow a decentralized sustainability approach that empowers our business units to develop tailored ESG strategies. This allows us to respond to local market needs while integrating sustainability into daily decision-making across all levels of the organization.

As a sustainable logistics provider, our vision is to be a key enabler in our customers' decarbonization strategies. Our Group Strategy for Sustainable Business Practices by 2030 provides a clear road map structured around three pillars: net zero pathway (planet), sustainability engagement (people) and sustainable product portfolio (performance). By focusing on these pillars, we thrive by creating low-carbon products and services, efficient and sustainable customer solutions and a workplace that empowers and supports our employees.



Our vision

As a sustainable logistics provider, we aim to be the strongest enabler in our customers' decarbonization strategies.

Our mission

We deliver 3 key pillars for a sustainable supply chain by providing innovative logistics solutions to optimize efficiency and minimize environmental impact.
We work with our customers and suppliers to achieve measurable reductions in GHG emissions across our global network, fostering a healthier planet for all.

Key objectives

Net zero pathway

- Transforming ESG data from a core global system into action-oriented insights in order to improve sustainable performance across our operations and supply chain.
- Developing a transition plan from high-carbon to low-carbon products and services, including a framework for emission data management.
- Developing climate protection scenarios for the Rhenus Group.
- Commitment to net zero in 2045 as a facilitator for sustainable finance.

Sustainability engagement

- Fully integrating sustainability into business unit strategies.
- Developing a comprehensive sustainability report.
- Simplifying sustainability for Rhenus employees and making it action oriented.
- Improving sustainability performance in the area of ESG.
- Creating an internal community for best practice sharing and learning.

Sustainable product portfolio

- Proactively identifying and developing sustainable solutions and products using materiality analysis to ensure market alignment.
- Maximizing business unit profitability and targeting untapped market segments.
- Advising on sales strategies for each product and enabling successful launch of the service or product.

Facilitators

People: Empowered sustainability problem-solvers – highly adaptable teams with a pragmatic approach.

Data: Data-informed sustainability management.

Governance: Global sustainability community for cross-organizational sustainability governance.

Rhenus Group's values:
Customer-focused solutions, employee orientation, entrepreneurial spirit, integrity and continuity.

As a result of our focus on environmental, social and governance (ESG) principles and close collaboration with our business units, we drive meaningful change across all areas of our operations, optimizing efficiency and minimizing environmental impact. These principles guide our commitment to reducing environmental impact, fostering social responsibility and ensuring strong, ethical leadership.

Our operations are certified according to the highest global standards, including ISO certifications for quality, energy and environmental management. Recognized by EcoVadis Silver and other leading frameworks, we align with the Ten Principles of the UN Global Compact and contribute to the Sustainable Development Goals.

Building on this foundation, we are now defining Group-wide sustainability targets that will drive measurable progress and support our long-term ambition to be a trusted sustainability partner in the logistics sector.

Rhenus Group commitments and ratings

As a family-owned company, Rhenus is dedicated to building long-term, trust-based relationships with our partners. Transparency and accountability are at the heart of our sustainability approach, ensuring that we continuously improve and align with global standards.

By using this approach, we reinforce our commitment to responsible business practices, ensuring that our operations contribute to a more sustainable and ethical global supply chain.

To benchmark our performance and demonstrate our commitment to sustainable development, we actively participate in respected ratings and programs administered by public and private organizations.

→ EcoVadis

EcoVadis helps businesses manage ESG risks, ensure compliance and improve sustainability performance. Since 2017, Rhenus has participated every year and remains committed to continuing this practice, earning certificates annually.

Clean Cargo

Clean Air Transport

Smart Freight Centre

→ Smart Freight Centre

As a member of Clean Cargo and Clean Air Transport under Smart Freight Centre, the Rhenus Group actively engages in advancing sustainability practices in ocean and air freight. This membership supports alignment with industry best practices for emissions reduction. (See further information on Clean Cargo and Clean Air Transport under Smart Freight Centre.

→ Carbon Disclosure Project

The Carbon Disclosure Project (CDP) is the gold standard for environmental reporting, offering global data on corporate and city actions. Since 2021, Rhenus has completed the CDP questionnaire annually to meet sustainability requirements.

→ UN Global Compact

Since April 19, 2022, Rhenus has been a proud participant of the UN Global Compact – the world's largest sustainability initiative – aligning its strategies with core principles on human rights, labor, the environment and anti-corruption, and reporting annually via the Communication on Progress.

Rhenus SE & Co. KG | UN Global Compact

→ The Science Based Targets initiative (SBTi)

The Science Based Targets initiative (SBTi) is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

Rhenus has decided to commit to set near-term company-wide emissions reductions in line with climate science with the SBTi.

Rhenus Group contribution to the SDGs

As a UN Global Compact signatory, Rhenus has supported the UN Sustainable Development Goals since 2022 – aligning business strategies with sustainable practices and transparently reporting progress via external ratings and the UNGC platform.

SDG 3: Good health and well-being

We are committed to SDG 3, ensuring safe work conditions and promoting health and well-being for all employees. This includes regular training, health programs and ergonomic, safe workplaces. Rhenus offers training, codetermination in occupational Health & Safety, a comprehensive reporting system and accident analysis. We foster proactive dialog across all company levels and continually improve our Health & Safety practices. We cultivate a zero-accident culture by focusing on people and their motivation to work safely, acting proactively in close coordination to prevent incidents before they occur, fostering a culture of learning from mistakes and creating safe, intuitive work environments.

SDG 8: Decent work and economic growth

As a family-owned logistics provider, Rhenus takes social responsibility seriously, prioritizing a safe and healthy workplace for all employees. Aligned with SDG 8, we offer benefits like canteens, social rooms, company bicycles, transport subsidies and sports activities at many sites, with plans to expand these amenities further. We ensure full compliance with all statutory regulations, including minimum wage, working hours and Health & Safety standards.

SDG 9: Industry, innovation and infrastructure

We collaborate with research institutions, start-ups and scientific projects to build resilient infrastructure, improve sustainable industrialization and foster innovation. Our goal is to enhance logistics safety, efficiency and infrastructure globally. Initiatives like RheGreen, the transport mode optimizer, EcoTransIT and investments in sustainable aviation fuel and hydrogen-powered barges highlight our commitment to sustainable solutions. Partnerships with industry leaders in transportation, energy and technology further demonstrate our progress toward achieving SDG 9.

SDG 13: Climate action

As a logistics provider committed to SDG 13, Rhenus focuses on sustainable transport, supply chain solutions and eco-friendly logistics properties. We drive climate action with over 500 alternative drive vehicles and by exploring electric, hydrogen and LNG-powered trucks. Our RheGreen emission calculation tool helps customers select the most emission-efficient aircraft for air freight. We also reduce emissions by optimizing the use of our properties and developing sustainable warehouse facilities.

Material topics

Process to determine material topics

In 2023, Rhenus carried out a comprehensive double materiality analysis (“DMA”) to prepare for the upcoming requirements of the Corporate Sustainability Reporting Directive, the Directive (EU) 2022/2464 of December 14, 2022 (“CSRD”), taking into account the specifications further detailed in the European Sustainability Reporting Standard from the Delegated Regulation (EU) 2023/2772 of December 22, 2023 (“ESRS”).

The DMA is used to identify and asess material impacts of Rhenus on people and the environment by evaluating both impact materiality (how the company affects the environment and society) and financial materiality (how sustainability-related risks and opportunities affect financial performance and strategy). Based on the outcome, ESG topics assessed as material have a significant relevance for Rhenus and are therefore disclosed in our sustainability report.

Our process of determining materiality is defined in four key steps: consideration of the value chain and stakeholder engagement, qualitative identification of impacts, risks and opportunities (“IROs”), quantitative assessment of impact materiality and quantitative assessment of financial materiality.

In order to consider the sustainability impacts along our value chain, we have deeply analyzed the various business activities, from rail and road to air, sea and inland waterways, as well as port logistics and warehousing solutions. Understanding the context and influencing factors such as regulatory demands, customer expectations, technological innovations and sociocultural changes helped to identify impacts, risks and opportunities arising from the external landscape.

Engaging with our stakeholders was important to ensure that the stakeholders’ perspective was incorporated into the impact assessment. Therefore, stakeholder groups were identified and assessed to gain valuable insights from their representatives.

The next step aimed to qualitatively determine and classify IROs along the value chain in order to identify relevant topics, both positive and negative as well as actual and potential. The qualitative IRO identification was conducted by topical experts and stakeholder representatives. This formed the basis for the quantitative assessment of impact and financial materiality.

Clear guidance has been set to perform the materiality analysis. Assessment criteria for impacts consider the scale, scope, remedy and likelihood. Assessment criteria for financial impact consider the magnitude and likelihood. A classification system was recommended to evaluate the IROs. Aspects such as time horizon (short, medium, long term), cause of impact (direct or influenced) and value chain location (own operations vs. upstream/downstream) provided additional explanation for the IRO assessment.

As assessing ESG impacts and related risks and opportunities requires informed judgment, relevant internal and external data sources are consulted, with evaluations grounded in ESG expertise and conducted in a well-founded and verifiable way.

With this structured approach, we ensure the accuracy of the process.

List of material topics

- Responsible logistics and climate change
- Recycling
- People Sustainability
- Health & Safety
- Compliance management

Responsible logistics and climate change

Sustainable logistics at Rhenus Group

Earth faces a climate crisis that demands urgent action. Responsible logistics is essential for reducing carbon emissions, optimizing resource use and minimizing environmental impact across the supply chain, in line with global sustainability goals. At Rhenus, we collaborate with customers and suppliers to reduce GHG emissions, develop low-carbon solutions and turn ESG data into real impact.

As a sustainable logistics provider, we empower our customers' decarbonization efforts with three key pillars:

Planet

Low-carbon solutions and minimized environmental impact

People

Inclusive, sustainability-driven workplace, that empowers our employees to thrive

Performance

Efficient, responsible business operations and innovative solutions

Our holistic sustainability vision

Rhenus Group decarbonization strategy

At Rhenus, we transform environmental performance data from our value chain into action-oriented insights that drive sustainability across our operations and supply chain, backed by our net zero ambition and long-term environmental stewardship.

Our strategy includes:

- → Transitioning to low-carbon solutions
- → Implementing a robust emissions management framework
- → Developing climate protection scenarios for the future

We drive sustainable innovation by integrating alternative drives, promoting intermodal transport and providing our customers with smart technologies, emissions reporting and services like RheGreen and **Eco**ntargo to reduce emissions across air, sea and land logistics. With sustainable aviation fuel, hydrogen-powered barges and energy-efficient facilities, we set new benchmarks for low-emissions logistics.

Aligned with our decentralized organizational structure and global operations, our approach to emissions management empowers our business units to develop data-driven strategies that reflect market-specific expectations and operational realities. This structure supports the consistent collection, monitoring and reporting of emissions data, enabling integration into operational decision-making and contributing to our overall emission reduction objectives.

As part of our 2023 materiality assessment (DMA), we evaluated the risks, opportunities and environmental impacts associated with our business activities. The insights gained from this process have been integrated into our emissions management strategy to drive our efforts in reducing carbon emissions and ensuring alignment with both regulatory requirements and stakeholder expectations.

Rhenus Group emissions management

Achieving net zero emissions by 2045 requires a structured and organization-wide approach to emissions management. In 2024, we significantly advanced our greenhouse gas (GHG) management by completing a comprehensive review and inventory of our base year emissions. A key milestone was the implementation of a centralized ESG management platform, which now enables real-time tracking, improved data quality and greater coverage of emission sources across all operations.

We have closed previous data gaps and performed a deep analysis for Scope 3 categories for each business unit. As a result, we now account for all relevant Scope 1, 2 and 3 emissions, including categories that were not previously reported. A standardized GHG management process has been established, ensuring active involvement across departments and business units in emissions accounting and target alignment. To guide short-term progress, we have also set preliminary near-term emissions reduction targets, providing a structured pathway toward our long-term net zero goal.

This improved emissions framework enables informed decision-making and supports targeted decarbonization actions such as energy efficiency upgrades, renewable energy expansion, optimized logistics operations and supplier engagement across the value chain.

This robust foundation enables transparent reporting and more effective emissions management across the Group.

The following emission data reflects our updated 2024 inventory:

Scope 1: Direct GHG emissions

2024: 143,319.92 tCO_2e

2023: 173,140.41 tCO_2e

2022: 328,681.00 tCO_2e

Scope 2: Energy indirect GHG emissions

2024: 52,760.09 tCO_2e

2023: 53,767.46 tCO_2e

2022: 80,092.00 tCO_2e

Scope 3: Other indirect GHG emissions

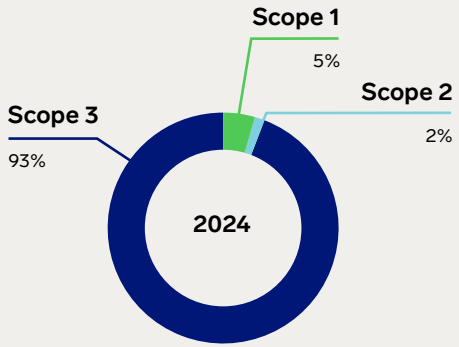
2024: 3,017,537.40 tCO_2e

2023: 2,475,597.53 tCO_2e

2022: 2,732,978.00 tCO_2e

In 2024, we assessed Scope 3 categories for all business units, including categories that were not previously reported.

To realize our Rhenus Group strategy, we continue driving sustainability across our business units and our supply chain.



Rhenus Group energy management

At Rhenus, we carefully manage our energy consumption through specialized tools that enable precise tracking and monitoring across our operations. This data-driven approach supports the identification of opportunities to improve efficiency and reduce our environmental footprint. Our energy strategy, developed and implemented by a dedicated internal energy solutions function, is fully aligned with our sustainability goals and focuses on comprehensive green energy initiatives as part of the Group's broader environmental commitment.

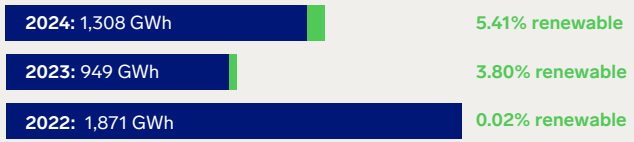
Energy procurement activities – primarily in Germany – are centrally coordinated, including the tendering negotiation, and conclusion of contracts for electricity and natural gas. This function also serves as the central point for sourcing CO_2-neutral electricity, including the procurement of guarantees of origin, support for solar panel projects and the facilitation of power purchase agreements. In addition, close coordination with the sustainability function ensures accurate validation of international energy consumption and emission data.

As part of our ongoing commitment to sustainability, we plan to broaden the scope of our Group energy solutions strategy and implement it on a global scale.

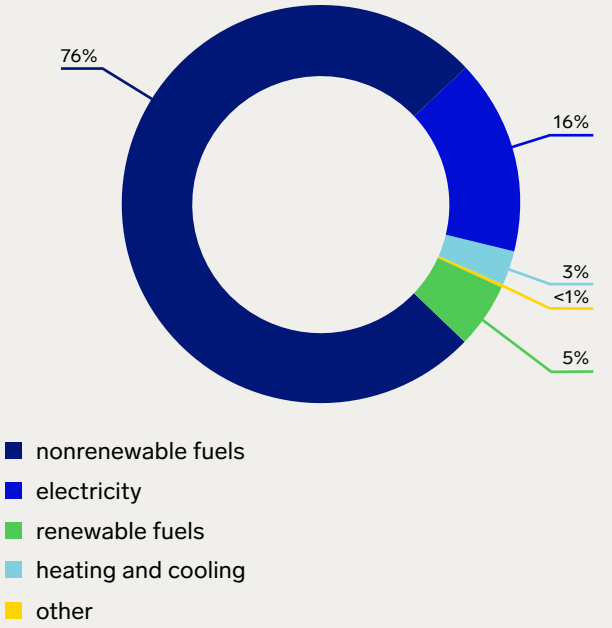
This expansion aims to strengthen our efforts in promoting renewable energy and optimizing energy use throughout all regions where we operate.

To realize our Rhenus Group strategy – we continue driving sustainability across our business units and our supply chain.

Total energy consumption



Energy source composition in 2024



Sustainable logistics at Rhenus Air & Ocean

At Rhenus Air & Ocean (A&O), we are committed to embedding sustainability into our global freight forwarding operations. As a key player in the air and ocean freight sectors, we recognize both the responsibility and opportunity to address global sustainability challenges.

Our freight forwarding services span air, ocean, intermodal and project logistics solutions. Connecting global industries, we manage these operations with an unwavering focus on sustainability, using certified systems aligned with ISO 14001 for environmental management and ISO 14064-1:2018 for GHG emissions inventory. Our governance framework, led by the A&O Sustainability Steering Team, drives climate action, social inclusion and ethical business conduct across our entire network.

To minimize our A&O environmental footprint based on credible GHG performance, we introduced a verified greenhouse gas (GHG) inventory covering Scope 1, 2 and 3 emissions – resulting in a total of over 1.1 million tCO_2e reported in 2024. This includes emissions across our transportation services, facilities and purchased goods and services. Using platforms such as EcoTransIT, our emission data meets global standards including the GHG Protocol, ISO 14083 and the GLEC Framework.

We offer low-carbon service options in both air and ocean freight such as:

→ RheGreen

An air freight solution that helps avoid up to 40% of CO_2 emissions per shipment by selecting the most emission-efficient aircraft.

→ Lower-emission LCL – Germany gateway

A consolidated ocean freight service that combines LNG-powered vessels and electric inland transport – saving up to 50% in emissions compared to conventional diesel vehicles without additional costs.

→ Transport Mode Optimizer and Emission Dashboard

Tools that empower customers to choose environmentally responsible transport modes and monitor carbon performance across modes of shipment.

Our operations within A&O also focus on renewable energy adoption, waste management and resource efficiency. We aim to reach 100% electric vehicle usage and renewable electricity consumption globally by 2030.

Using strong internal collaboration, we implement reduction strategies such as eliminating unnecessary trips, substituting conventional vehicles with EVs and procuring renewable electricity – all aligned with our ambition toward net zero by 2045.

By advancing sustainability through innovation, transparency and stakeholder partnership, Rhenus A&O is helping shape a resilient future in freight forwarding.

Sustainable logistics at Rhenus Automotive

The automotive industry is in the midst of a major transformation when it comes to sustainability. At Rhenus Automotive, we are aware of our responsibility and want to develop strong solutions for our customers.

One of our innovative solutions is battery logistics for the entire lifecycle of battery systems, whether for assembly, storage, reuse or recycling of car batteries. The development and production of electric vehicles is a fundamental step towards meeting society's growing environmental requirements. However, the complex battery systems needed for this can become an environmental burden in the event of damage or at the end of their lifecycle. For this reason, we not only assemble battery systems, but also take care of the environmentally friendly recycling process so that the environmental balance is maintained in the long term.

By recycling car batteries, we contribute to the long-term use of important resources.

For example, used batteries can be utilized as energy storage for solar or wind energy, making it possible to lengthen the service life of batteries. Batteries that cannot be used as energy storage devices are disposed of properly and it is ensured that as many raw materials as possible can be recovered. In addition to reducing waste, we ensure a lower environmental impact and more efficient utilization of the materials used.

Furthermore, we focus on efficient and resource-saving processes to reduce energy consumption. We develop concepts that are tailored to our customer's needs. Our pragmatic approach enables us to act quickly in any economic situation. Our aim is to create safer and more efficient logistics and a better infrastructure worldwide.

Sustainable logistics at Rhenus Overland Transport

Driving sustainably is one of the most important challenges in the overland transport sector. At Rhenus Overland Transport, we integrate alternative drives to keep pace with changing market requirements and sustainability considerations. Good data quality helps us manage our environmental activities.

E-mobility on the last mile plays a substantial role in many countries.

As part of our sustainable progress, we are expanding our electric fleet.

We aim to continuously increase the share of electronic deliveries. This goal is supported by our charging infrastructure, with over 140 charging points already installed across our delivery depots.

Sustainable logistics at Rhenus Port Logistics

At Ports and Port Transport, we take care of shipping our customers' goods using inland waterway vessels as well as rail and short sea shipping. With the largest inland waterway fleet in Europe, we are aware of our responsibility and work together with our customers to achieve a sustainable future.

The ships transport all kinds of bulk and general cargo, including hazardous goods and GMP products. The fleet meets the highest quality standards and is certified according to ISO 9001:2015, 14001:2015 and 50001:2015. Inland waterway transport has a significant advantage in terms of carbon dioxide savings compared to road transport.

Inland waterway transport can save around two-thirds of carbon dioxide per ton-kilometer.

Our customers benefit not only from lower GHG emissions but also from a high degree of flexibility due to the absence of traffic jams or driving bans. With the MS Rhenus Duisburg, we have a ship in our portfolio that is equipped with two engines. The ship has a small engine and a larger engine, and it is possible to switch between the two. This enables carbon dioxide savings compared to conventional ships as a lower-powered engine can also be used as required.

With our Green Steel Logistics Hub in Dortmund, we offer four electric trucks and charging points in addition to CO_2e-reduced inland waterway transport, ensuring significant CO_2e savings when delivering to end recipients in the eastern Ruhr area.

Oil and grease-containing ship operating waste and wastewater from inland waterway vessels are collected and disposed of in an environmentally friendly manner. The focus here is on the collection of bilge oil, a water-oil mixture that collects at the lowest point of the ships, below the engine rooms, as well as waste oil from shipping. We dispose of the oil professionally so that it does not enter the environment.

Installing a photovoltaic system at our trimodal terminal in Duisburg enables us to produce our own sustainable electricity. The photovoltaic system supplies electricity for crane systems, warehouse buildings and the charging infrastructure for electric trucks, which play an important role at our location in supplying our customers with their goods.

In the future, we plan to introduce a remote-controlled Rhenus inland vessel, which we are developing together with several project partners.

Sustainable logistics at Contargo

At Contargo, we are committed to actively shaping the transport revolution. It is important to us to consistently reduce CO_2 emissions – not only in response to the increase in the volume of goods but also as a fundamental contribution to climate protection. In doing so, we align our actions with the Sustainable Development Goals (SDGs).

As a pioneer of climate-neutral transport, we create the opportunity to reduce emissions and master the path to climate neutrality together with our customers. With our "**Eco**ntargo" product, we have developed the first one-stop-shop solution to drive forward the transport transition.

We rely on electric trucks, inland waterway vessels with electric motors and rail transport with green electricity.

By using e-trucks and e-barges with hybrid drive technology, as well as terminal and rail operations with green electricity, we can significantly reduce GHG emissions. A total of 90 fully electric trucks will run on green electricity by the end of 2025, drawing power from 90 fast-charging points at 16 locations*. This is possible thanks to Germany's largest private charging infrastructure, which represents the development of our own high-performance and future-oriented charging infrastructure. It is important to us to have a powerful charging infrastructure available so that our e-trucks can be used smoothly and flexibly throughout the country. This enables us to offer our customers a reliable and future-oriented service.

To ensure transparency in the calculation of CO_2e emissions, we have certified our calculation methodology for determining greenhouse gas emissions for transport services (freight transport) in accordance with DIN EN 16258.

Sustainability is not just about reducing emissions. Our sustainability strategy is therefore based on a holistic approach that integrates the three pillars of sustainability – environmental, social and economic. We sensitize our employees to important sustainability issues so that we can pursue the goal of climate neutrality together.

*86 e-trucks and the appropriate infrastructure has been, and is being, supported by the Federal Ministry for Digital and Transport under the Funding Guidelines for the purchase of commercial vehicles with alternative climate-friendly drivetrains and the deployment of refuelling and charging infrastructure (KsNI). The funding guidelines are coordinated by NOW GmbH, (National Organisation Hydrogen and Fuel Cell Technology). Applications are approved by the Federal Logistics and Mobility Office (BALM).

Sustainable logistics at Rhenus Warehousing Solutions

At Rhenus Warehousing Solutions, we don't think about logistics only in terms of square meters, but in terms of impact. As part of our commitment to environmental responsibility and climate protection, we are developing sustainable logistics hubs across various locations. These state-of-the-art facilities are designed with a strong focus on energy efficiency, ecological conservation and reduced environmental impact. Several sites have achieved BREEAM certifications, rated "Outstanding" for their exceptional sustainability performance.

Key elements of these hubs include energy-efficient construction practices that minimize resource consumption throughout the building lifecycle. Each facility incorporates advanced technologies and sustainable materials to optimize insulation, lighting and energy management systems. To further enhance their ecological footprint, our sustainable locations are equipped with solar panels and green spaces.

These features not only contribute to clean energy generation and thermal regulation but also support biodiversity. Rainwater utilization systems are integrated to conserve water resources and reduce the strain on local infrastructure, while e-mobility is promoted through the deployment of electric vehicles and the installation of dedicated charging stations at our sites. Digital processes are implemented to optimize workflows and reduce paper consumption.

Another step toward transparency and energy efficiency is the development of a Germany-focused green scoring system, which will help us identify areas for development and plan targeted measures.

With one of Europe's largest solar plants and a geothermal system, our site at Wesel is a fossil-free facility*.

*Fossil-free operations (Scope 1 & 2)

Sustainable logistics at Rhenus Office Systems

At Rhenus Office Systems, offering documentation, information and process management, we also have various measures and projects to ensure climate and environmental protection.

Supported by the implementation of certified management systems, including ISO 9001, ISO 14001 (Data Office and Archive Service Leverkusen), and ISO 50001, the adoption of an energy management system enhances energy efficiency. As a result of location-specific measures, we contribute to the reduction of greenhouse gas emissions. At Rhenus Data Office, the implementation of an environmental management system is accompanied by targeted actions aimed at minimizing environmental impact. These efforts include the optimization of operational processes, the reduction of resource consumption and the systematic monitoring of environmental performance.

Integrating alternative technologies – such as electric vehicles and gas-powered CNG models – into our fleet is an ongoing effort to enhance sustainability. The same applies to our pool vehicles. These alternatives reduce CO_2 emissions, particulate matter, nitrogen oxides and noise, contributing to improved air quality, particularly in urban areas.
All CNG vehicles operate on nearly CO_2-neutral biogas. Additionally, employees receive eco-driving training to promote environmentally responsible driving behavior.

2025

2 CNG sprinters

5 CNG trucks

10 e-sprinters (up to 4.2 t)

7 e-trucks (7.2 t)

13 e-trucks (16 t)

2024

2 CNG sprinters

5 CNG trucks

10 e-sprinters (up to 4.2 t)

7 e-trucks (7.2 t)

2023

2 CNG sprinters

2 CNG trucks

10 e-sprinters (up to 4.2 t)

2022

1 CNG sprinter

We support companies in their digital transformation by providing modern solutions that enhance operational efficiency and reduce paper consumption to minimize environmental impact.

With our Archive Services, we provide climate-neutral archiving solutions. CO_2 emissions associated with services are calculated on a customer-specific basis and fully offset through the support of selected climate protection projects.

Sustainability begins with daily actions in the workplace.

That is why we actively support our employees in making conscious decisions in areas such as energy use, ventilation and waste management.

Recycling

Recycling

At Rhenus, waste management is tailored to the diverse operational environments across the Group, with a strong focus on reducing disposal volumes and maximizing recovery through recycling and composting.

In 2024, Rhenus generated a total of 82,093 metric tons of waste, including 527 tons of hazardous waste and 81,566 tons of nonhazardous waste. The dominant waste types included paper and board (38,371 tons), plastics (20,313 tons) and organic waste (7,265 tons).

Waste originates mainly from warehousing and fulfillment centers, where packaging materials, damaged pallets and returned goods contribute to high volumes. Transportation and fleet operations produce hazardous waste such as used oils and batteries, while office areas generate recyclables and obsolete electronics. Waste is collected using internal systems and managed on a facility-by-facility basis, in line with the Rhenus Group's decentralized approach. Each site organizes consolidation points to enable efficient pickup and transfer to external processors. To increase both the volume and quality of recycling at our sites, a standardized process for the separate collection of sorted waste has been implemented.

Clear instructions help to ensure consistent waste handling practices across all locations.

In 2024, 76,535 tons of waste (93.22%) were diverted from disposal, primarily through recycling: 69,253 tons (84.35%) and composting: 7,282 tons (8.87%).

Recyclable materials are sent to material recovery facilities (MRFs) where they are sorted and processed into new raw materials. Organic waste is treated at industrial composting sites.

In 2024, only 5,558 tons (6.78%) of total waste were directed to disposal. This includes materials unsuitable for recovery such as contaminated wood, mixed commercial waste and electronic waste (WEEE), for which proper collection and recycling pathways are still being developed. Disposal methods consisted of landfilling and energy recovery (waste-to-energy).

Recycling remains the Rhenus Group's preferred waste treatment route, supporting circular economy goals. Composting is used for biodegradable materials, while energy recovery captures residual value from nonrecyclables. Landfilling is minimized and considered a last resort.

One of our approaches is the use of customized packaging, enabled by leveraging master data such as product dimensions and customer-specific requirements. This offers several measurable environmental and operational benefits, e.g. reduced material consumption as a result of eliminating excess packaging by means of precise fit and optimized shipping volume.

With targeted collection systems, increased staff awareness and expanded data transparency, Rhenus continues to strengthen waste reduction efforts across all operations.

Recycling at Rhenus Office Systems

Paper and IT recycling

At Rhenus Office Systems, we offer file and data carrier destruction services across Europe. Even though digitization is becoming increasingly widespread, there will still be physical documents that companies will have to deal with as waste. We collect files and data carriers that are no longer in use from our customers and process them further. This enables around 120,000 tons of cellulose to be recovered each year, which can be used to produce new paper. This not only saves important raw materials but also makes optimal use of existing ones.

This means a reduction in waste for our customers and protection against deforestation.

Innovative recycling program for paper towels

In addition to recycling files and data carriers, we also take care of recycling used paper towels. These are collected from our customers in special waste containers and picked up by us on site. In addition to reducing waste volumes, we make an important contribution to the product cycle and valuable resources can be reused. The collected paper towels are recycled into new hygiene products and can be reused.

Second life for electronic devices

At Rhenus IT Cycle, we ensure the proper recycling of IT equipment such as computers and smartphones, that are no longer required by our customers. Used IT devices are refurbished and remarketed, which makes sense both ecologically and economically. Devices that cannot be reused are dismantled into their individual parts so that valuable raw materials can be recovered. The process of recycling these raw materials is significantly more environmentally friendly than extracting new materials, thereby reducing GHG emissions and contributing to environmental protection.

People Sustainability

Our people approach

The success of Rhenus would not be possible without the commitment and expertise of our employees. We strive to create a supportive environment in which everyone can thrive. Our aim is to attract and retain the best people – those who bring innovation, skill and a strong sense of purpose to their work.

Our mission is to build a high-performing, people-centric organization that fosters individual development while aligning with broader company goals. We also believe in long-term engagement, inclusion and a culture of mutual respect. These principles guide how we shape our people strategy and manage human resources.

Our approach to human resource management

Following the continued evolution of our global business, Group HR at Rhenus has developed a clear structure to manage people topics in a focused and effective way. We work across six specialist departments:

→ People Advisory Service

→ People Attraction & Engagement

→ People Development

→ People Operational Excellence

→ People Sustainability

→ People Technology

This structure allows us to balance global consistency with local flexibility. HR is supported centrally while ensuring country-level HR representatives remain close to employees and local labor conditions.

By aligning strategy, operations and sustainability across these departments, we are able to integrate modern tools, ensure compliance and provide tailored support for employees across regions.

Developing talent and supporting careers

We see ongoing learning and personal growth as critical components of our long-term success. Career development at Rhenus is designed to enable both individual advancement and organizational capability.

To support knowledge exchange and lifelong learning, we offer a global academy accessible to all employees. The program is inclusive by design and regularly updated to meet evolving workforce needs.

Supporting internal career paths

We are committed to supporting internal mobility by offering transparent development paths and building frameworks for personal progression. These include:

- Career development plans tailored to individual goals
- Mentorship programs connecting experienced staff with newer talent
- Skills workshops and leadership training

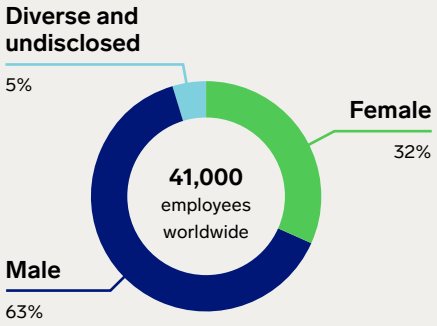
In doing so, we promote a culture where people are encouraged to grow from within the organization.

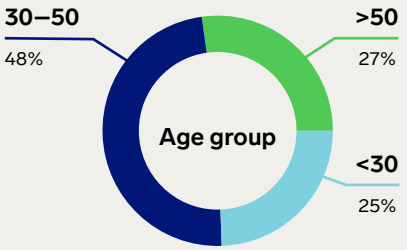
Fostering inclusion, engagement and well-being

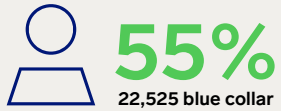
At Rhenus, inclusion is not a project – it is part of how we work. We promote a workplace culture that welcomes diverse perspectives and empowers all employees to contribute fully.

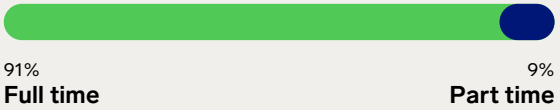
Employee networks and initiatives

Internal networks offer a space to share experiences, raise awareness and connect across cultures and communities. Initiatives “by and for” employees play a key role in this. A good example is the “She WINS” initiative, which focuses on strengthening the role of women in the workplace and promoting female leadership.









Global initiatives

In our commitment to fostering a culture of health, well-being and togetherness, Rhenus proudly continues its global initiative: the Rhenus Run Club.

More than just a fitness initiative, it is a celebration of unity, energy and shared purpose – bringing colleagues from across the globe together to move, connect and make a difference.

Every year, employees from all regions join in by walking, jogging, hiking or participating in team runs over the course of a full week. Every kilometer we log contributes to a healthier us – and a better world. For every kilometer covered, Rhenus donates money to charitable causes, turning our collective effort into meaningful social impact.

Embedding sustainability in HR practices

Sustainability at Rhenus is not just about the environment – it includes social responsibility and long-term workforce viability. Our People Sustainability department ensures that we integrate ESG principles throughout the employee lifecycle.

Human rights

At Rhenus, we are committed to upholding and promoting human rights across all aspects of our operations and supply chain.

As a global logistics provider, we recognize our responsibility to respect the dignity, freedoms and well-being of all the individuals we impact – from our employees and partners to the communities in which we operate. Respect for human rights is not only a legal obligation – it is a core value that shapes our culture, strengthens stakeholder trust and reinforces our long-term sustainability goals.

Health & Safety

Rhenus Health & Safety strategy

Our path to a preventive safety culture

At Rhenus, the safety and well-being of our employees are our highest priorities. As our most valuable asset, every team member deserves a safe and healthy workplace, enabling them to return home unharmed every day. Our global Health & Safety strategy is designed to drive a cultural shift toward prevention by continuously raising awareness of occupational Health & Safety.

A preventive approach means identifying potential risks, near misses and unsafe conditions before they cause harm. This includes promoting behavior-based safety, where employees model their actions on the visible commitment and leadership of their managers. Our leaders play a key role in fostering this culture by actively supporting and exemplifying safe behavior at all organizational levels.

→ Our vision

We provide H&S tools and methods for Rhenus stake-holders, considering country-specific requirements.

→ Our mission

We pursue the goal of establishing a preventive occupational Health & Safety culture by defining global standards. We ensure that all required key indicators can be reported.

To ensure consistent safety practices across all Rhenus sites worldwide, we have defined a clear vision and mission. These principles guide our efforts to meet international and local legal requirements while providing standardized tools, training and structures that support continuous improvement. Our approach includes implementing high global standards, enabling transparent reporting of key indicators, and embedding safety into our daily operations.

We recognize that a successful safety culture depends on clearly defined responsibilities. Our legal duty of care is fulfilled through a structured organizational framework with designated contacts for Health & Safety at each site. The Health & Safety Management Guideline forms the basis for operational implementation and supports our global alignment under ISO 45001.

Leadership commitment is reinforced through our Health & Safety Steering Committee, which ensures strategic alignment and drives corrective action when needed. Standardized procedures, from risk assessments and PPE requirements to training and incident reporting, form the foundation for consistent safety outcomes.

Empowering employees is essential. By means of active involvement, digital reporting tools and regular communication, we foster ownership of safety at every level. Dialog-based training programs raise awareness, encourage proactive behavior and embed safety into the culture of every site. The stop-work authority empowers employees to intervene if unsafe conditions arise, without fear of negative consequences.

Health management is another cornerstone of our strategy. In response to demographic changes and rising expectations, we prioritize both physical and mental well-being. Ergonomic workplace design, psychological risk assessments and targeted health campaigns contribute to reduced absenteeism and increased resilience.

Our long-term goal is clear: to shift from reactive safety to true prevention, making Rhenus not only a safer place to work but also a more attractive, responsible and future-ready employer.

Health & Safety management system

A corporate Health & Safety guideline, together with supporting international processes, forms the foundation for establishing an effective Health & Safety management and organizational structure. It serves as both a framework and practical support for operational implementation. The objective is to develop a legally compliant, country-specific management system while also fostering harmonized, cross-national structures aligned with ISO 45001. These structures not only support internal safety efforts but also provide a basis for consistent nonfinancial reporting across different entities.

The overarching Health & Safety vision is built around the goal of fostering a zero-accident culture. This vision goes beyond measurable targets; it reflects a fundamental appreciation for employees as experts in their work and emphasizes their active participation in creating an intuitive, safe and healthy work environment.

Risk assessment

The Health & Safety risk assessment is used in the Rhenus Group to assess basic processes in the organization of occupational Health & Safety. For this purpose, target states are defined, which the entrepreneur assesses as a percentage of fulfillment. The aim is to ensure that all central and organizational responsibilities in occupational Health & Safety are taken into account in every Rhenus business unit and that implementation takes place in accordance with local laws.

Risk assessment is the main instrument for targeted, company prevention measures in the area of occupational Health & Safety based on the assessment of working conditions.

The work processes as well as the work environment are reviewed with the aim of ensuring the highest possible level of Health & Safety for the employee and keeping any possible remaining hazards as minimal as possible. The results are to be systemically documented in writing in an operational risk assessment and regularly checked for changes (e.g. new activities and processes). Special working conditions (e.g. lone workers, hazardous substances, biological agents) require special attention.

Accident analysis

By examining accidents, the full potential for improvement is identified and accidents can be effectively prevented. Accident analysis provides a closer look at incidents, making the factors that contributed to their occurrence visible. In addition to technical and organizational elements, the influence of environmental factors and behavioral aspects is analyzed. The aim is to avoid recurrences, improve safety and show employees that the company cares about their Health & Safety.

The Group Health & Safety department has defined a process for accident analysis. This includes the procedure after the occurrence of an accident, the preparation of the accident report and also provides a suitable system for carrying out and documenting the accident analysis. An accident analysis must be carried out whenever a workplace accident results in at least one day of absence and must be made available to the Group Health & Safety department. The root cause method of the Group Health & Safety department must be used for this purpose. In the spirit of the continuous improvement process (CIP), accident reports/analyses are reviewed with the business unit coordinator for occupational safety and findings are derived from the incident.

Accident frequency (LTIFR)

13.7

Accident severity (LTISR)

20.1

Continuous improvement and monitoring in occupational Health & Safety

When Health & Safety responsibilities are delegated from the entrepreneur or responsible party to a third party, that party must ensure proper oversight. Tools such as documented protocols, random checks, reports or KPIs can support this duty. These measures help identify the need for action and track progress within a continuous improvement process (CIP).

Using internal systems, a BI tool provides essential Health & Safety KPIs. These KPIs allow for quick insight into the current status of occupational safety and help identify areas for improvement through the CIP framework. An internal CIP allows all employees to report improvement suggestions related to injuries, illnesses, hazards, problems or (near) accidents. These insights are shared within the Group Health & Safety network, creating an international learning cycle that helps prevent the recurrence of incidents.

Stop-work: Preventing accidents through empowerment

The stop-work concept empowers every employee to immediately halt work if a dangerous situation arises. This proactive approach helps prevent unforeseen hazards from becoming serious safety risks. Employees are actively involved in identifying and addressing unsafe conditions, fostering a culture of responsibility and prevention.

Key to its success is a supportive environment, where employees at all levels can initiate a stop-work procedure without fear of consequences. Open communication, especially from management, ensures the concept is respected and effective.

Ensuring employee qualification and suitability based on work environment

Based on the findings of the risk assessment, different work environments and tasks place varying demands on employees. It is therefore the employer's responsibility to ensure that all assigned personnel possess the appropriate qualifications (e.g. technical knowledge, relevant training) and are deemed suitable (in terms of physical and mental fitness) for their specific duties. For certain high-risk tasks such as operating or managing mechanical equipment, working alone or handling hazardous substances or biological agents, enhanced qualification and suitability requirements may apply. These must be verified and fulfilled prior to task assignment.

Employees at Rhenus receive comprehensible training and instruction before starting work, whenever their tasks change and at regular intervals.

This training is tailored to their specific work environment and responsibilities and is documented in writing. In addition, any further evidence or certifications required to carry out tasks in compliance with occupational Health & Safety regulations must be available and up to date. The overarching goal is to ensure that all employees maintain a legally compliant level of qualification and awareness at all times.

To support this, employees are provided with relevant information that enables them to recognize and understand occupational hazards and the protective measures in place. The ultimate objective is to foster intuitive, safety-conscious behavior and create a work environment aligned with a zero-accident culture.

Employee involvement in occupational Health & Safety through structured training and dialog

Employees are systematically involved in occupational Health & Safety (OHS) through regular training and instruction sessions. These take place before starting work, when work tasks change and at regular intervals. The training is comprehensible, documented in writing and designed to ensure that all employees maintain up-to-date and legally compliant qualifications. In addition to training, employees are provided with relevant information to help them understand workplace hazards and safety measures. The overarching goal is to create intuitive work environments and support a zero-accident culture.

An essential element of worker participation is the Walk&Talk format, an on-site, dialog-based approach to safety. Employees, as experts in their own work, share practical insights and improvement suggestions. Walk&Talk sessions involve OHS specialists, managers, safety representatives and other persons responsible. While Walk&Talk does not itself lead to immediate implementation of safety measures, it informs about ongoing occupational health processes such as risk assessments and Health & Safety committee meetings.

Additional communication takes place via a dedicated Health & Safety Teams channel, ensuring employees have easy and continuous access to relevant safety information.

External companies and temporary employees are also integrated into the Health & Safety processes. Coordination, clear responsibilities and designated contacts (e.g. a safety coordinator) help ensure safe collaboration. Temporary workers receive the same training, instructions and access to information as permanent employees, reinforcing the principle of equal treatment and mutual hazard prevention.

Formal joint Health & Safety committees (occupational safety committee) are in place. Their responsibilities include reviewing findings from formats such as Walk&Talk, risk assessments and other safety-related processes. These committees serve as a structured forum for continuous improvement and the alignment of technical, organizational and personnel safety measures.

Meetings are held regularly, with the participation of Safety Officers, company management, employee representatives and other relevant stakeholders. All employees are represented either directly or through designated safety representatives. Temporary workers and external employees are integrated into the safety structure as a result of the company's safety processes and coordination mechanisms, ensuring they are effectively covered, even if not directly represented in formal committee settings. This inclusion ensures that no significant worker group is excluded from safety representation. Furthermore, Rhenus implemented a Steering Committee for Health & Safety at management level. While the committee itself does not directly implement safety measures, it has consultative and decision-support authority, feeding into broader Health & Safety management.

Managing occupational Health & Safety impacts

For the fastest possible first aid treatment of first aid cases, suitable equipment (first aid material) and organization (employees trained in first aid, emergency calls) must be provided and kept up to date in the company. In addition to first aid, emergency events must be identified in accordance with the risk assessment. Procedural plans must be prepared for potential emergency events to ensure a professional response and to limit consequences. Possible emergency events must be adapted depending on the organizational and operational structure and, if necessary, coordinated with the authorities, taking into account official requirements. According to the responsibilities, the appropriate employees shall be informed about the correct procedures to follow in emergencies and these employees must be provided with the corresponding action steps. Rhenus implements comprehensive emergency preparedness measures at all its sites. This includes regular training for employees, the provision of modern safety equipment and the establishment of clearly defined emergency procedures.

The goal is to ensure a rapid, coordinated and effective response in the event of an emergency.

In Germany, a centralized emergency coordination unit is in place, providing 24/7 readiness to respond to incidents. In addition, a global emergency response concept is currently being developed to ensure consistent and effective crisis management across all international locations. By continuously reviewing and improving these measures, the company ensures that high safety standards are maintained.

Number of fatalities

0

Compliance management

Living responsibly: Compliance at Rhenus

At Rhenus, we see compliance as an indispensable part of responsible and sustainable corporate management. Integrity, transparency and compliance with the law form the basis of business activities in all business units and regions. The aim is to use an effective compliance management system (CMS) to identify risks at an early stage, avoid misconduct and strengthen the trust of customers, business partners, employees and the public in the long term.

Compliance with legal regulations, internal guidelines and ethical principles is mandatory for all employees worldwide. The CMS is established throughout the Group and is managed centrally by the Group Compliance department, supported by local Compliance Officers in the respective divisions, business units and companies. This structure ensures effective implementation of compliance requirements at all levels.

Managers bear a special responsibility for compliance with the rules in their business unitsand act as role models. They are obliged to ensure compliance with the rules and actively contribute to the promotion of a compliance culture.

All employees are required to familiarize themselves with the applicable regulations and implement them in their daily work.

One main element of the CMS is the Group-wide Code of Conduct. It contains clear guidelines for ethical behavior and professional conduct in day-to-day business. Topics such as the prevention of corruption, fair competition, human rights, fair working conditions, sustainability, data protection and dealing with conflicts of interest are included, as well as the protection of corporate values and the responsible use of new technologies. The Code of Conduct is binding for all employees worldwide and was last completely revised and rolled out during the reporting period.

Ensuring compliance: How we deal with legal requirements

Compliance with legal regulations is, of course, ensured at Rhenus. In 2024, no significant cases of noncompliance were identified, and no fines or nonmonetary sanctions were imposed.

The assessment of compliance risks is an integral part of the CMS. The findings and results are incorporated into the further development of guidelines, training content and control mechanisms.

Respecting human rights in the supply chain

Rhenus is clearly committed to respecting human rights, fair working conditions and applicable environmental standards along its entire value chain. A particular focus here is on avoiding forced and compulsory labor – both in its own business operations and at suppliers and service providers. As part of human rights due diligence obligations, no activities or business partners were identified in the 2024 reporting period that posed an increased risk of such forms of labor.

Nevertheless, prevention remains a key concern. Rhenus has established a comprehensive package of measures to identify potential risks at an early stage and systematically avoid them. This includes regular training and awareness-raising formats for employees and suppliers, which draw attention to human rights risks and prevention obligations, supplemented by a Group-wide monitoring system aimed at identifying critical developments in the supply chain at an early stage.

With this approach, Rhenus not only strengthens compliance with international labor standards but also makes an active contribution to the sustainable development of global supply chains.

Acting responsibly: Anti-corruption strategy at Rhenus

Rhenus pursues a consistent zero-tolerance policy towards corruption. The Group-wide Anti-Corruption Policy was completely revised at the end of 2024 and defines clear guidelines for dealing with benefits, donations, sponsorship and third parties. Any form of bribery – whether active or passive – is strictly prohibited. This applies regardless of whether public officials or private business partners are involved. So-called facilitation payments are also prohibited, even if they are permitted by local law.

No confirmed incidents of corruption were reported in the 2024 reporting period. No employees were dismissed or disciplined as a result of corruption. There were also no terminations or nonrenewal of contracts with business partners in connection with corruption violations. No public court proceedings were brought against Rhenus or its employees due to corruption.

Clear rules for fair competition

Rhenus is committed to fair and free competition. In 2024, the Antitrust Directive was adopted and implemented. It prohibits any anti-competitive agreements such as price fixing, market sharing or boycott behavior. The exchange of sensitive information with competitors is also prohibited – even without an express agreement.

Preserving integrity: Dealing with conflicts of interest

Dealing responsibly with conflicts of interest is a key component of good corporate governance. The aim is to identify potential conflicts of interest at an early stage, avoid them effectively and – where necessary – mitigate them appropriately.

All members of the Management Board confirm compliance with applicable laws and internal guidelines as part of an annual compliance questionnaire – including the separation of business and private interests. Potentially conflicting relationships must be reported and are assessed and documented in a structured manner by Compliance Officers.

Taking responsibility: Dealing with critical comments and complaints in a structured manner

Rhenus promotes an open corporate culture in which reports of misconduct and complaints are taken seriously, treated confidentially and dealt with systematically.

The Group-wide "Rhenus Integrity Line" whistleblower system is a key component of this. It is available to employees, business partners and external stakeholders and enables anonymous, multilingual and location-independent reporting of violations. The protection of whistleblowers has the highest priority. Incoming reports are processed according to the "need-to-know" principle and handled in a manner that protects the confidentiality of all parties involved.

In addition to the Integrity Line, reports can also be submitted via other channels – for example, directly to the managers, to local or central compliance contacts or via a whistleblower hotline. All reports are reviewed and documented by the designated Whistleblower Officer and – if necessary – responded to with internal investigations and appropriate remedial measures. The Group Head of Compliance is informed of relevant cases on an ongoing basis.

Critical concerns are communicated to the Management Board in a structured manner via half-yearly compliance reports with aggregated information on reports received, their assessment and measures taken. In addition, regular analyses are prepared on trends, preventive measures and potential for improvement. In the event of serious suspicions, ad hoc reports are also required by policy. This reporting ensures that the highest governance body is informed of relevant developments and can monitor the effectiveness of the CMS.

In addition to the whistleblower system, there are other internal processes for dealing with identified or reported violations. These include structured compliance investigations, escalation mechanisms in the event of serious incidents and the involvement of the legal department and management when necessary. Rhenus is currently working on a Group-wide investigation guideline, which will provide clear rules for the uniform implementation of internal investigations.

The organization and further development of the complaints mechanisms take place with the involvement of feedback from the field – for example, from Compliance Officers, employees or external whistleblowers. This feedback is incorporated into the continuous improvement of processes. The effectiveness of the mechanisms is regularly reviewed. This includes evaluating the number, type and processing time of reports received and analyzing recurring issues.

No significant breaches of applicable law or internal guidelines were reported in the 2024, 2023 or 2022 reporting periods. There were also no substantial complaints in connection with data breaches or the loss of personal data. All reports received were examined, documented and – where necessary – responded to with appropriate measures.

No material violations of statutory regulations were identified. No fines or nonmonetary sanctions were imposed. Neither were any payments made in the current reporting year in connection with violations from previous reporting periods.

Strengthening expertise: Compliance through targeted training

Another important component of the CMS is the continuous training of employees. Employees receive mandatory training on the topics of anti-corruption, antitrust law, human rights and fair working conditions, data protection and other relevant compliance areas. The training courses are continuously being developed and documented.

In addition to face-to-face formats, Rhenus is increasingly focusing on digital and multilingual learning formats. The aim is to raise awareness of risks, increase confidence in everyday situations and strengthen the compliance culture within the company.

Supply chain due diligence

Rhenus has established comprehensive measures to ensure compliance with human rights and environmental standards, both within its operations and across its supply chain, in line with legal requirements. The focus is on early identification and prevention of risks, with prompt action taken to address any violations. Processes are regularly reviewed and enhanced to strengthen due diligence and ensure continuous improvement.

Rhenus manages risk in its own operations by means of regular and event-related risk analyses, along with preventive and remedial measures. Regular risk analysis is conducted annually via a detailed compliance questionnaire. Preventive measures include a binding Code of Conduct, e-learning on "Fair working conditions in the supply chain" and the implementation of additional safeguards as needed. If violations occur or are likely, the Compliance Officer and local management initiate remedial actions, which are documented and monitored to ensure effectiveness.

Rhenus conducts risk analysis for direct suppliers based on country, industry, turnover and future systemic relevance to classify suppliers into risk categories. Focus suppliers – those with higher risk – are prioritized for preventive measures, including acceptance of the Supplier Code of Conduct, contractual commitments to standards and participation in training programs such as e-learning on fair working conditions. A dedicated online supply chain platform is used for documentation, communication and training access.

Via the whistleblower system "Rhenus Integrity Line", it is possible to anonymously and securely report suspected violations of compliance.

0 **significant instances of noncompliance with laws and regulations**

0 **sanctions imposed**

GRI content index

Statement of use

Rhenus Group has reported in accordance with the GRI Standards for the period January 1 to December 31, 2024.

GRI 1: Foundation 2021.

GRI Sector Standards have been reviewed for their applicability, but no relevant standards have been published yet.

General disclosures
GRI 2: General Disclosures 2021

GRI Standards	Description and content
2-1	**Organizational details** Rhenus SE & Co. KG (hereafter referred to as "Rhenus"), a wholly owned subsidiary of RETHMANN SE & Co. KG. The headquarters are located at Rhenus-Platz 1, 59439 Holzwickede, Germany. In 2022, 2023 and 2024: over 1,000 sites, in over 60 countries and active on 6 continents. p. 7 Rhenus Group
2-2	**Entities included in the organization's sustainability reporting** KPIs for the group are reported including all fully consolidated subsidiaries. For information on greenhouse gas emissions, we follow the recommendations of the GHG Protocol and also take the operational control approach into account. Any deviations from this are indicated in the footnotes to the respective tables and graphs. p. 6
2-3	**Reporting period, frequency and contact point** The reporting period is the fiscal year 2024, from 1 Jan. to 31 Dec. This is the first sustainability report for the Rhenus Group, published in October 2025. The reporting frequency is annual. p. 58
2-4	**Restatements of information** As this is the first GRI report, no restatements have been made from previous reporting periods.
2-5	**External assurance** This GRI report has not been externally verified.
2-6	**Activities, value chain and other business relationships** Find the disclosure on p. 7 – About Rhenus Group
2-7	**Employees** In 2024, Rhenus employed 41,000 people. Of those, 13,006 were female, 26,149 were male and 1,845 identified as diverse or undisclosed gender. A total of 37,150 employees worked full time and 3,850 worked part time. In 2023, Rhenus employed 40,000 people. In 2022, Rhenus employed 39,000 people. These numbers are based on the head count reported at the end of the reporting period.
2-8	**Workers who are not employees** Information unavailable. We do not report on workers who are not employees.
2-9	**Governance structure and composition** Rhenus is managed by a Management Board that reports directly to the Supervisory Board of the family-owned group company. During the reporting period, the Management Board consisted of Tobias Bartz (Chairman and CEO), Gilles Delarue, Dr. Stephan Peters and Andreas Stöckli. After the reporting period, the Management Board was extended as of 1 April 2025, with the addition of Dr. Joana Bätz, Dr. Markus Ewig and Jan Harnisch. The Board Member responsible for sustainability was Andreas Stöckli. Since joining the Management Board, Dr. Joana Bätz has taken responsibility for all ESG-related issues relating to sustainability, HR and Compliance.
2-10	**Nomination and selection of the highest governance body** As a wholly owned subgroup of RETHMANN, Rhenus is subject to the Group guidelines. The RETHMANN Supervisory Board decides on the composition of the Rhenus Management Board.

2-11 **Chair of the highest governance body**
Chairman of the Management Board and Chief Executive Officer is Tobias Bartz. The entire Management Board is responsible for supervision.

2-12 **Role of the highest governance body in overseeing the management of impacts**
At Rhenus, we have a clear vision that shapes our actions and our culture. Our Management Board defines and approves our values and corporate principles as well as core sustainability policies for environmental, social and governance topics.
Your global logistics partner | Rhenus Logistics

2-13 **Delegation of responsibility for managing impacts**
Rhenus has defined clear roles and responsibilities to ensure effective sustainability and impact management across the organization. This structure supports alignment with the overall Group strategy and facilitates coordinated action. The Group Sustainability function works in close collaboration with other relevant departments – such as Compliance, Human Resources and Health & Safety – to integrate ESG considerations into business practices and promote responsible, long-term value creation.
The Board Member responsible for sustainability is in charge of integrating ESG factors into the Rhenus Group's long-term strategy. The Chief Sustainability Officer, who is responsible for operational management, reports to the Board Member responsible at least once a month.
Rhenus has set up an organizational structure and process for the implementation of CSRD and related topics. The project sponsor is the Board Member responsible. The Steering Committee on CSRD provides strategic guidance, monitors the project and makes key decisions. The Project Management Office is responsible for supervising and managing the implementation process operationally.
Furthermore, the business units have set up organizational sustainability structures according to their specific needs. Group Sustainability and the business unit sustainability managers regularly meet to exchange and align on major sustainability topics and projects.

2-14 **Role of the highest governance body in sustainability reporting**
The Management Board is responsible for reviewing and approving the reported information, including the organization's material topics.

2-15 **Conflicts of interest**
Please refer to p. 45 for the disclosure.

2-16 **Communication of critical concerns**
Please refer to p. 45 for the disclosure.

2-17 **Collective knowledge of the highest governance body**
The Board Members have extensive expertise and experience in the industry, its value chains and geographical regions. This expertise is the foundation for assessing and managing the sustainability impacts of Rhenus. Furthermore, the Board Member responsible for sustainability is regularly informed about relevant developments and regulatory frameworks, e.g. by means of meetings and reports as described in Section 2–13.

2-18 **Evaluation of the performance of the highest governance body**
Confidentiality constraints

2-19 **Remuneration policies**
Confidentiality constraints

2-20 **Process to determine remuneration**
Confidentiality constraints

2-21 **Annual total compensation ratio**
Confidentiality constraints

2-22 **Statement on sustainable development strategy**
Please refer to p. 10 – Sustainability at Rhenus Group for the disclosure.

2-23 **Policy commitments**
Acting responsibly – Compliance at Rhenus
Business conduct and corporate strategy at Rhenus are guided by our Corporate Principles and Code of Conduct. In addition, we have issued a Statement of Principles on Human Rights, Whistleblowing Rules of Procedure, a Data Protection & Privacy Policy and a Corporate Social Responsibility Policy. The Corporate Social Responsibility Policy is distributed internally to ensure that its principles are meaningfully embedded into daily operations and aligned with the specific responsibilities of our employees across all business units.
Our Supplier Code of Conduct outlines the expectations we place on our suppliers regarding respect for human rights, labor standards, environmental protection and ethical behavior.
All of the above-mentioned commitments and policies are issued at Group level and apply across all Rhenus countries and business units.
The policy commitments are communicated internally to the respective employees, partly in combination with training and externally via our website.

2-24 **Embedding policy commitments**
At Rhenus, we aim to establish Group-wide standards for responsible business conduct wherever national laws and industry or customer requirements permit. These standards, covering compliance, information security, data protection, human rights and supply chain responsibility, are an integral part of our risk management approach.
To ensure these commitments are effectively put into practice, responsibility is distributed across key corporate functions, including Group Compliance, Group Human Resources, Group Procurement and Group Sustainability. These departments work together to embed the commitments across all business units and countries, integrating them into our strategies, operational policies and procedures. For instance, human rights principles are reflected in procurement processes, data protection is addressed within HR and IT systems and anti-corruption measures are incorporated into our governance framework. Further details on this integration are available in the "Material topics" sections of this report.
Our efforts also extend beyond internal operations. We expect our business partners to uphold the same standards. Via our Supplier Code of Conduct, we communicate clear expectations regarding human rights, labor conditions, environmental protection and ethical behavior, reinforced through supplier assessments and engagement activities.
To support implementation, we offer targeted training. In 2025, we will be introducing Group-wide Code of Conduct training, alongside existing programs on topics such as data protection.
As part of our due diligence, 100% of operational units underwent human rights reviews or impact assessments in 2022 and 2023. Following a revision of our approach in 2024, an updated assessment is planned for 2025.

2-25 **Processes to remediate negative impacts**
Our commitments to provide for or cooperate in the remediation of negative impacts are defined in our corporate principles and in various policies. Grievances can be reported through our whistleblower system "Rhenus Integrity Line".
p. 45

2-26 **Mechanisms for seeking advice and raising concerns**
In 2022, 2023 and 2024, 100% of our employees had continuous 24/7 access to our whistleblowing procedure.
p. 43 – Compliance management

2-27 **Compliance with laws and regulations**
Please refer to p. 44 for the disclosure.

2-28 **Membership associations**
At Rhenus, we believe that we can only contribute meaningfully to fulfilling the Paris Agreement and achieving the Sustainable Development Goals (SDGs) by working together. This underlines the importance of forming alliances, actively engaging with and supporting industry associations. These platforms allow us to collaborate with peers, share knowledge and address challenges collectively.
We put this belief into practice through a wide range of memberships and partnerships across the Group. Trade associations, in particular, provide a compliant and structured way to exchange expertise, pool resources and represent our shared interests at the intersection of business, politics and society.
Rhenus currently holds memberships in over 30 industry associations. We are active members of the Smart Freight Centre and participants in the UN Global Compact. As part of this commitment, we engage in ongoing dialog and collaboration within our industry to advance the SDGs.

2-29 **Approach to stakeholder engagement**
It is important to consider the interests and concerns of stakeholders and users of sustainability information who may be affected. For this purpose, a stakeholder analysis was conducted in 2023 as part of the double materiality assessment. Topical experts identified individuals or groups who are, or could be, affected – positively or negatively – by our activities or across the value chain. They also identified users of sustainability information who have a specific interest in ESG reporting or topics.
The analysis and assessment are based on significance, taking into account both the influence on and interest in sustainability activities.
Identified stakeholders include employees, the Management Board, shareholders, customers, business partners and suppliers/service providers, auditors, financial institutions/banks, press/media and nature as a silent stakeholder.
Depending on the stakeholder group and relevance of the topic, interaction may take the form of information sharing, regular dialog, correspondence, involvement or active collaboration. This engagement serves to identify and understand the expectations and requirements of our stakeholders, enabling their integration into our strategic decision-making processes. In doing so, we ensure that our actions contribute to sustainable development and address social concerns.

2-30 **Collective bargaining agreements**
Information unavailable.

GRI 201: Economic Performance 2016

GRI Standards	Description and content
201-1	**Direct economic value generated and distributed** In 2024: Turnover EUR 8.2 billion In 2023: Turnover EUR 7.6 billion In 2022: Turnover EUR 8.6 billion p. 07

Material Topics
GRI 3: Material topics 2021

GRI Standards	Description and content
3-1	**Process to determine material topics** Please refer to p. 15 for the disclosure.
3-2	**List of material topics** Please refer to p. 15 for the disclosure.

Responsible logistics and climate change
GRI 3: Material Topics 2021

GRI Standards	Description and content
3-3	**Management of material topics** Please refer to p. 16 ff for the disclosure.

GRI 302: Energy 2016

GRI Standards	Description and content
302-1	**Energy consumption within the organization** In 2024: Total fuel consumption with breakdown in ▪ Renewable: 70,746.26 MWh ▪ Nonrenewable: 991,884.00 MWh Electricity consumption: 206,550.45 MWh Heating and cooling consumption: 38,376.00 MWh Other: 197,87 MWh Total energy consumption: 1,307,754.58 MWh In 2023: Total fuel consumption with breakdown in ▪ Renewable: 36,068.56 MWh ▪ Nonrenewable: 712,910.69 MWh Electricity consumption: 185,154.35 MWh Heating and cooling consumption: 14,689.21 MWh Other: 249.67 MWh Total energy consumption: 949,072.48 MWh In 2022: Total fuel consumption with breakdown in ▪ Tenewable: 423.00 MWh ▪ Nonrenewable: 1,549,696 MWh Electricity consumption: 306,889 MWh Heating and cooling consumption: 13,564 MWh Total energy consumption: 1,870,572 MWh p. 20

GRI 305: Emissions 2016

GRI Standards	Description and content
305-1	**Direct (Scope 1) GHG emissions** In 2024: 143,319.92 tCO_2e In 2023: 173,140.41 tCO_2e In 2022: 328,681.00 tCO_2e Applicable to all scopes: The calculations are conducted in accordance with the GHG Protocol, using a tool with standardized methodology. For more information on consolidation, please refer to General disclosures 2.2. We used different emission factors depending on the scope: ▪ Global: IEA, Eoro66 ▪ Continental: Defra, GLEC, AIB ▪ Country-specific sources
305-2	**Energy indirect (Scope 2) GHG emissions** In 2024: 52,760.09 tCO_2e (market-based method) In 2023: 53,767.46 tCO_2e (location-based method) In 2022: 80,092.00 tCO_2e (location-based method)
305-3	**Other indirect (Scope 3) GHG emissions** In 2024: 3,017,537.40 tCO_2e In 2023: 2,475,597.53 tCO_2e In 2022: 2,732,978.00 tCO_2e In 2024, we assessed Scope 3 categories for all business units, including categories that were not previously reported.

Recycling
GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	**Management of material topics** Please refer to p. 28 ff for the disclosure.

GRI 306: Waste 2020

GRI Standards	Description and content
306-1	**Waste generation and significant waste-related impacts** Please refer to p. 29 for the disclosure.
306-2	**Management of significant waste-related impacts** Please refer to p. 29 for the disclosure.
306-3	**Waste generated** In 2024: The total waste generation amounted to 82,093 metric tons, with 527 tons classified as hazardous waste and 81,566 tons as nonhazardous waste. The significant increase in total waste volume compared to previous years is primarily due to closing data gaps, improving data quality and expanding the scope of data collection across our operations. The composition of the 2024 waste stream was as follows: ▪ Paper and board: 38,371 tons (46.74%) ▪ Plastic materials: 20,313 tons (24.74%) ▪ Organic waste: 7,265 tons (8.84%) ▪ Commercial and industrial waste: 5,013 tons (6.10%) ▪ Construction wood: 2,847 tons (3.46%) In 2023: The total waste generation amounted to 14,214 metric tons of waste, with 82 tons classified as hazardous waste and 14,012 tons as non-hazardous waste. In 2022: The total waste generation amounted to 15,733 metric tons of waste, with 218 tons classified as hazardous waste and 15,516 tons as non-hazardous waste.

306-4 **Waste diverted from disposal**

In 2024, Rhenus diverted a total of 76,535 metric tons of waste from disposal, accounting for 93.22% of the total waste generated.

This included both hazardous and nonhazardous waste, recovered by means of the following operations:

- Recycling: 69,253 tons (84.35% of the total waste)
- Composting (organic waste): 7,282 tons (8.87% of the total waste)
- The diverted waste primarily consisted of:
  - Paper and board: 38,371 tons
  - Plastic materials: 20,313 tons
  - Organic waste: 7,265 tons

All recovery activities were carried out off-site by certified waste management partners.

306-5 **Waste directed to disposal**

In 2024, 5,558 metric tons of waste – 6.78% of the total waste generated – was directed to disposal. This included:

- Landfilling: ~3,860 tons (4.70%)
- Incineration with energy recovery: 1,647 tons (2.00%)

No waste was reported as disposed of by means of incineration without energy recovery. Other disposal operations accounted for a low percentage.

All disposal activities were conducted off-site in accordance with applicable regulations. The continued reduction in waste directed to disposal and a diversion rate exceeding 93% demonstrate the Rhenus Group's strong commitment to responsible waste management and the use of circular resources.

People Sustainability

GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	**Management of material topics** Please refer to p. 31 ff for the disclosure.

GRI 404: Training and Education 2016

GRI Standards	Description and content
404-2	**Programs for upgrading employee skills and transition assistance programs** Please refer to p. 33 for the disclosure.

GRI 405: Diversity and Equal Opportunity 2016

GRI Standards	Description and content
405-1	**Diversity of governance bodies and employees** Our management in 2024: 14.3% female and 85.7% male; 42.86% between 30 and 50 years old and 57.14% >50 years old. Our employees in 2024: 31.7% female, 63.8% male and 4.5% diverse and undisclosed; 24.52% <30 years old, 48.43% 30 and 50 years old, 27.05% >50 years old; 54.9% blue collar and 45.1% white collar. Our management in 2023: 100% male; 60% between 30 and 50 years old and 40% >50 years old. Our management in 2022: 100% male; 60% between 30 and 50 years old and 40% >50 years old.

Health & Safety

GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	**Management of material topics** Please refer to p. 35 ff for the disclosure.

GRI 403: Occupational Health & Safety 2018

GRI Standards	Description and content
403-1	**Occupational health and safety management system** Please refer to p. 37 for the disclosure.
403-2	**Hazard identification, risk assessment and incident investigation** Please refer to p. 38 for the disclosure.
403-4	**Worker participation, consultation and communication on occupational Health & Safety** Please refer to p. 40 for the disclosure.
403-5	**Worker training on occupational Health & Safety** Please refer to p. 39 for the disclosure.
403-7	**Prevention and mitigation of occupational Health & Safety impacts directly linked by business relationships** Please refer to p. 40 for the disclosure.
403-8	**Workers covered by an occupational Health & Safety management systems** The internal IT system "Corporate H&S Assessment" is designed to support the documentation and evaluation of the current state of Health & Safety management and organizational structures by means of a structured self-assessment. In combination with the accompanying guideline, which outlines key objectives across various sub-areas and provides practical instructions and implementation tools, this system enables every business unit to efficiently establish, maintain and continuously improve its Health & Safety management system. As of now, 78.2% of all Rhenus employees are covered by an internal H&S audit. Additionally, 19% of sites are certified by means of an external H&S certification, covering 22.8% of the workforce.
403-9	**Work-related injuries** 2024: Number of fatalities: 0 Accident frequency (LTIFR): 13.70 Accident severity (LTISR): 20.10 In 2023, the LTIFR was 15.80 and the LTISR was 21.20. In 2022, the LTIFR was 17.09 and the LTISR was 11.03 (for Germany). The LTIS rates are calculated based on 1 million hours worked. Since 2023, when we started international reporting, the year-on-year figures have become increasingly valid Group-wide. p. 38

Compliance management

GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	**Management of material topics** Please refer to p. 42 ff for the disclosure.

GRI 205: Anti-corruption 2016

GRI Standards	Description and content
205-2	**Communication and training about anti-corruption policies and procedures** Please refer to p. 44, p. 46 for the disclosure.
205-3	**Confirmed incidents of corruption and actions taken** No confirmed incidents of corruption were reported in the 2024 reporting period. No employees were dismissed or disciplined as a result of corruption. There were also no terminations or nonrenewal of contracts with business partners in connection with corruption-related violations. No public court proceedings were brought against Rhenus or its employees as a result of corruption.

GRI 308: Supplier Environmental Assessment 2016

GRI Standards	Description and content
308-1	**New suppliers that were screened using environmental criteria** The supplier risk assessment is performed yearly. New suppliers will be screened within the next year at the latest. Therefore, we do not report the percentage of new suppliers separately.
308-2	**Negative environmental impacts in the supply chain and actions taken** Please refer to p. 46 for the disclosure.

GRI 409: Forced or Compulsory Labor 2016

GRI Standards	Description and content
409-1	**Operations and suppliers at significant risk for incidents of forced or compulsory labor** As part of the human rights due diligence obligations, no activities or business partners were identified during the 2024 reporting period that presented an increased risk of forced or compulsory labor. p. 44

GRI 414: Supplier Social Assessment 2016

GRI Standards	Description and content
414-1	**New suppliers that were screened using social criteria** The supplier risk assessment is performed yearly. New suppliers will be screened within the next year at the latest. Therefore, we do not report the percentage of new suppliers separately.

414-2	**Negative social impacts in the supply chain and actions taken** Please refer to p. 46 for the disclosure.

GRI 418: Customer Privacy 2016

GRI Standards	Description and content
418-1	**Substantiated complaints concerning breaches of customer privacy and losses of customer data** In 2024, there were 8 substantiated complaints concerning breaches of customer privacy and losses of customer data. In 2023, there were 12 substantiated complaints and, in 2022, 8 substantiated complaints concerning breaches of customer privacy and losses of customer data.

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