

MASTERING CHALLENGES TOGETHER



Sustainability Report
2021

**»» We are responsible
for what we do,
but also for what
we do not do. ««**

Voltaire

Editorial

Dear readers,

The year 2021 continued to test our strength, both as a company and as a society. While the pandemic still had us socially and economically firmly in its grip, familiar and new challenges continued to increase. For example, the flood disaster in our own country with its devastating consequences made us painfully aware of the effects of climate change and the need to act now and tackle the issues at hand. But if we really want to make a difference, we need to join forces, especially with regard to sustainability efforts.

Because only by pulling together can we meet the ecological challenges and help achieve international climate goals. Only together, if everyone pitches in, can we make a difference on a social level. And only together as a team can we develop innovative solutions and ensure long-term economic success. We want to *master challenges together* and are therefore placing this year's annual reporting under precisely this motto.

On the following pages and also under reporting.blg-logistics.com, we explain which focus topics we advanced last year, where we stand on the path to climate neutrality and what goals we have set ourselves for the future. Go online and discover with the help of selected success stories how our actions contribute toward achieving the United Nations Sustainable Development Goals. These are just some examples of how each of us individually can contribute to the bigger picture.

"Together" is and remains the key to success.

Yours, Jakub Piotrowski

Head of Sustainability, Digitalization and IT



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Foreword of the CEO

Dear readers,

For BLG LOGISTICS, the past year was characterized in equal measure by adaptation to changed conditions, ongoing global challenges and the certainty that we can only shape the logistics of tomorrow together. Together within the company, but also beyond. Alliances, sharing knowledge and targeted collaboration - of this I am firmly convinced - will continue to gain in importance to the mutual benefit of us all. Because we as the BLG Group, as the logistics industry and not least as a society are facing a variety of familiar but also new challenges.

Contrary to what many of us had originally hoped, the coronavirus pandemic is still not over after two years. As a company - especially thanks to our employees' willingness to embrace change - many things in this context have meanwhile become routine. However, the shortage of parts, particularly in industrial logistics and the automotive sector, slowed down the pace of the economic recovery that had picked up from the second half of the year. Although our highly diversified operations ensured that we nevertheless closed 2021 with good earnings, we continue to anticipate - as does the economy as a whole - strains on global supply chains. However, these adverse effects currently pale to insignificance when we look to Eastern Europe.

The current situation notwithstanding, we are pursuing our sustainability strategy and our commitment to climate neutrality by 2030 and continue to make good progress in this area. We have long ceased to discuss sustainability in a vacuum, but rather champion it as a basic prerequisite that is firmly linked to our aspiration to be a logistics service provider that is fit for the future in every respect. Central to our agenda in this context are concepts for sustainable logistics real estate that make a difference for our customers, for the people who work there and for the climate. With C3 Bremen, such a light-house project is currently being built that will set standards in terms of intelligent intralogistics and digitalization, but also as regards the environment and workplace comfort. It is nothing less than a blueprint for how we want to live logistics in the future.

We are tackling all these issues full of energy and passion. And above all: together.

Cordially



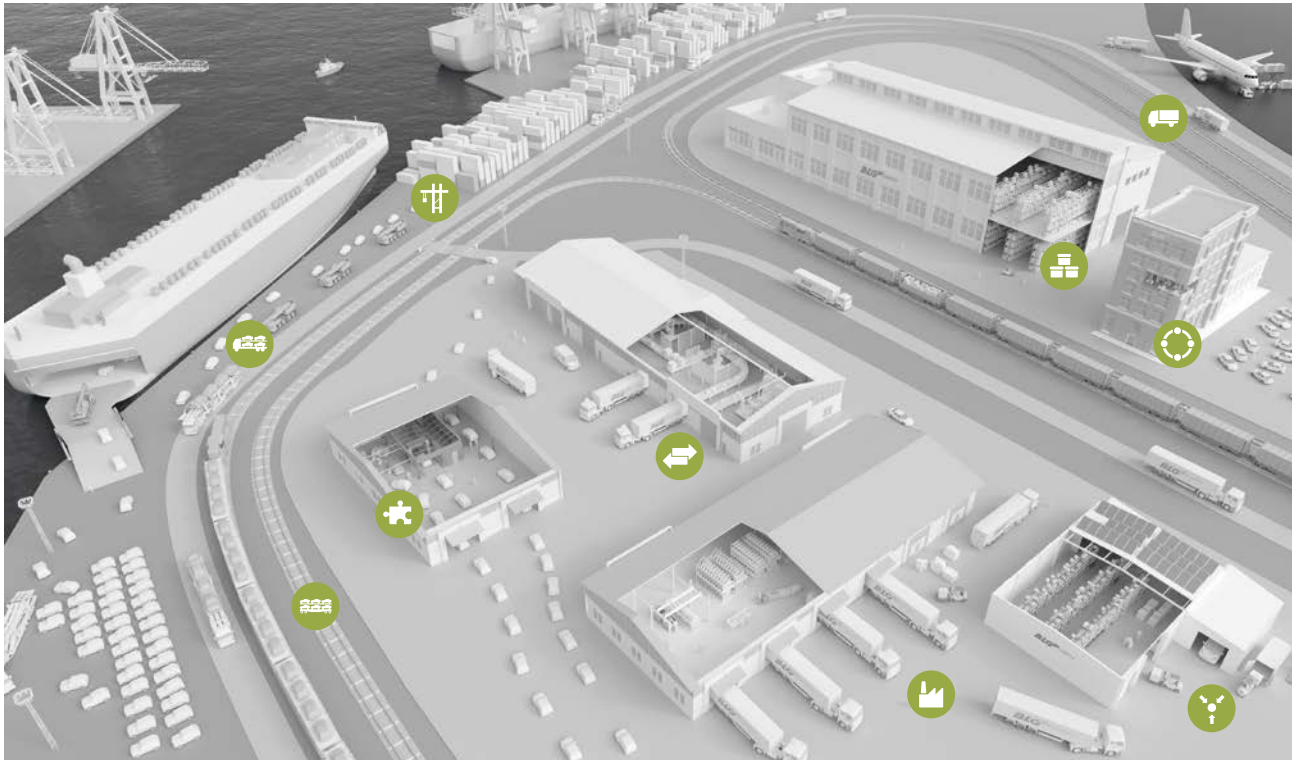
Yours, Frank Dreeke

Chairman of the Board of Management



“We are unwaveringly pursuing our sustainability strategy and our commitment to climate neutrality by 2030.”

Services at a Glance



Transport logistics

Secure transport of finished vehicles and other goods via road and rail, by sea and air



Cargo handling logistics

Extensive network of seaport and inland terminals



Distribution logistics

Distribution of goods from production plants or central warehouses to the customers



Production logistics

Supplying final assembly through optimum preparation of parts and components



Procurement logistics

Ensuring availability of stocks via management and monitoring of procurement processes



Reverse logistics

All logistics processes for returning goods or materials into the product cycle



Supply chain management

Organization of integrated logistics chains in project and process management, technology, IT and quality



Value-added services


Value-creating activities such as technical processing, cleaning or surface treatment for finished vehicles

Company Profile

BLG LOGISTICS GROUP AG & Co. KG (BLG KG) headquartered in Bremen is a seaport and logistics service provider with an international network. We offer extensive logistics system services in automobile, contract and container logistics along the entire supply chain, and devise sustainable logistics solutions. Our customers include the leading German automakers as well as companies in retailing and industry. Today, BLG LOGISTICS is represented in all the world's growth markets, with almost 100 locations and offices in Europe, America, Africa and Asia.  www.blg-logistics.com/en

Our company is run by a management company organized as a private enterprise, i.e. BREMER LAGERHAUS-GESELLSCHAFT -Aktiengesellschaft von 1877- (BLG AG). The Free Hanseatic City of Bremen (municipality) is the main shareholder. The Board of Management of the listed joint stock corporation manages the business of BLG KG on its own responsibility. There was one new appointment to the Board of Management in the reporting year: Matthias Magnor is strengthening the Board and assumed responsibility for the CONTRACT Division effective October 1, 2021. The 16-member Supervisory Board, in which employees and shareholders are equally represented, monitors and advises the Board of Management in its work.

The Group's sales revenue in financial year 2021 totaled EUR 1.05 billion. Detailed financial key figures are presented in our Financial Report 2021.

 reporting.blg-logistics.com/en

Our ownership structure

As of December 31, 2021, the Free Hanseatic City of Bremen (municipality) was the main shareholder of BLG AG with a share of 50.4 percent. Other large institutional investors are Finanzholding der Sparkasse in Bremen and Panta Re AG, Bremen, each with a share of 12.6 percent and the Waldemar Koch Foundation, Bremen, with a share of 5.9 percent. Free float shares account for 18.5 percent. Information on the legal group structure is presented in our Financial Report 2021.

AUTOMOBILE - intelligent vehicle logistics from A to Z

BLG's AUTOMOBILE Division is the leading technical and logistics service provider for the international automotive industry. In this business area, the company offers multi-modal transport concepts with global logistics reach and dovetails individualized and innovative technical service packages. Distribution takes place by road, rail and inland waterway. In addition to the seaport terminals in Bremen, Bremerhaven, Cuxhaven, Hamburg (Germany) and Gdansk (Poland), the AUTOMOBILE Division also operates several inland terminals on the Rhine and the Danube. The bases of our truck fleet extend from Paderborn in Germany to Moscow. BLG AutoRail is a special provider of vehicle transport by rail. It owns 1,500 open, double-deck railroad cars, including 200 flat wagons, and thus has Europe's most modern and versatile rolling stock at its disposal. With this, it operates in the German and Austrian rail network using green electricity every kilometer of the way. Thus with our comprehensive range of services, the logistics supply chain from the vehicle manufacturers to the end customer is fully covered.

We consistently supplement our logistics network with smart digital solutions and sustainable concepts for climate-friendly transport. Each year, our worldwide AUTOMOBILE network generally handles, transports and technically processes over six million vehicles, making BLG LOGISTICS one of Europe's leading automobile logistics companies. The ongoing coronavirus pandemic and the chip crisis continued to have a significant impact on the international automotive market in 2021, with the result that we are again on a par with the previous year at 4.8 million vehicles. Elsewhere, we benefited from the economic trend and shifts in volumes - for example, our high & heavy business at AutoTerminal Bremerhaven recorded a noticeable increase in throughput with over 1.3 million metric tons.

In the reporting year, we expanded our Dodendorf automotive logistics location in the Magdeburg Börde region. With an additional area of 95,000 square meters, the inland terminal now has a total of 230,000 square meters available for around 11,000 new and used vehicles. The new area is used exclusively by Hyundai Motor Germany for its used car business. Likewise, space at the car terminal in Kelheim was also expanded in 2021 with construction of a third multi-story car park at the site for the customer Kia Motors Germany, offering covered parking space for more than 5,000 vehicles on seven levels. The capacity expansion was also used as an opportunity to conclude a long-term contract governing future cooperation. Furthermore, in the future we will work together with a leading automobile importer in Switzerland and Europe to handle its fleet business at BLG inland terminals.

In December 2021, we entered into a strategic partnership with one of the world's largest RoRo shipping companies, Hyundai Glovis, to handle car transshipments in Bremerhaven. Within the scope of the BLG GLOVIS BHV GmbH joint venture, Hyundai Glovis will from January 2022 use Bremerhaven as a European hub for its automobile transports between Asia and Europe.

We are continuously expanding our expertise in the field of e-mobility and are now also a strong partner for our customers in this area. At the terminals, BLG LOGISTICS provides services such as handling, technical processing, quality inspection, and even customs clearance for electric vehicles on behalf of various manufacturers, and in this way contributes to the energy transition.

CONTRACT - tailor-made logistics solutions

In the CONTRACT Division, we manage complex projects and offer our customers in industry and retailing reliable upstream and downstream logistics solutions. The focus of our know-how and experience lies in procurement, production and distribution logistics, returns and spare parts logistics, as well as freight forwarding services. We offer storage, transport, packing and unpacking services, handle conventional orders, e-commerce issues and also a variety of value added services. As a logistics architect, we also plan, design, configure and implement customized logistics solutions - ranging from highly-automated logistics centers or manual in-house processing. Professional project management is our core competence, and the topic of sustainability and agreed, reliable quality are our top priorities. Our customers are strong brands from industry and retailing, medium-sized companies and the

major German and international car manufacturers. At over 40 locations in Europe and overseas, our teams of experts devise bespoke service packages for a wide variety of goods ranging from automotive parts, railroad components, trainers, printers, fashion, furniture, cookies to bathroom fittings through our own logistics centers and our customers' production facilities and warehouses.

On April 6, 2021, the highly automated logistics center for the fashion and sporting goods manufacturer PUMA in Geiselwind went into operation. The multi-channel facility supplies the entire D-A-CH (Germany, Austria, Switzerland) region, the BeNeLux countries and other European countries. The logistics and distribution center, which was built according to strict sustainability criteria, provides employment for more than 300 employees. As an extension of this site, we have been operating an additional 20,000 square meters in neighboring Kitzingen with 25 employees since the end of November. In June, our customer Tchibo acquired the land and buildings of the high-bay warehouse in Bremen retroactively as of the beginning of the year. BLG LOGISTICS continues to be responsible for its overall operation. We see this long-term commitment to the site also as a commitment to our collaboration. A new location, on the other hand, was acquired in Verden on October 11, 2021. Here, we will operate an import warehouse for a leading food retailer on an area of around 60,000 square meters.

Finally, on October 14, 2021, the foundation stone was laid for the new C3 Bremen logistics center, which covers around 80,000 square meters and addresses customer requirements, climate protection and the needs of our

employees in equal measure. From mid-2022, it is expected that the production supply for the global assembly plants of a leading automotive manufacturer, which is currently carried out from several locations in Bremen, will be consolidated at the new forward-looking logistics center.

With effect from April 1, 2021, we sold the freight forwarding business of BLG International Forwarding to Rhenus Air & Ocean. The nine freight forwarding locations were integrated into the buyer's existing network in Germany, and at the same time 106 employees transferred to the new employer. Not affected by the takeover is the Bremen freight forwarding location, which will continue to concentrate on overland transport, heavy goods transports, project business and sea freight. On December 31, 2021, the contract for BLG Industrielogistik in Leipzig expired and was renewed by BMW. The transfer of operations, including all employees, became effective as of January 1, 2022.

Looking beyond Germany's borders, BLG LOGISTICS of South Africa started operating a new business for a German car manufacturer based in South Africa from the fourth quarter of 2021. We take care of finished vehicle logistics for the production plant, handle the shipment of vehicles within South Africa, and imports and exports at the Uitenhage and Kaalfontain sites. The approximately 180 employees of the previous service provider will continue to be employed as part of a transfer of operations. For our part, we already sold all shares in BLG LOGISTICS Solutions Italia S.r.l., Milan, Italy, to Samag Holding Logistics S.p.S., Rome, Italy, in the first quarter of 2021.

CONTAINER - box services

In the CONTAINER Division, the EUROGATE Group, in which we have a 50 percent stakeholding, maintained its position as Europe’s leading shipping line-independent container terminal group. The Group’s core business is container handling at seaports at nine terminal locations. Secondary services include seaworthy packaging or container depot, maintenance and repair services as well as intermodal transport. EUROGATE GmbH & Co. KGaA, KG is a company consolidated using the equity method of accounting and managed separately from BLG in all CSR-relevant areas. The information in this report relates to the fully consolidated companies of the AUTOMOBILE and CONTRACT Divisions, including BLG AG and BLG KG (central departments). Information relating to the non-financial report of EUROGATE is presented separately on ► pages 58 to 61.

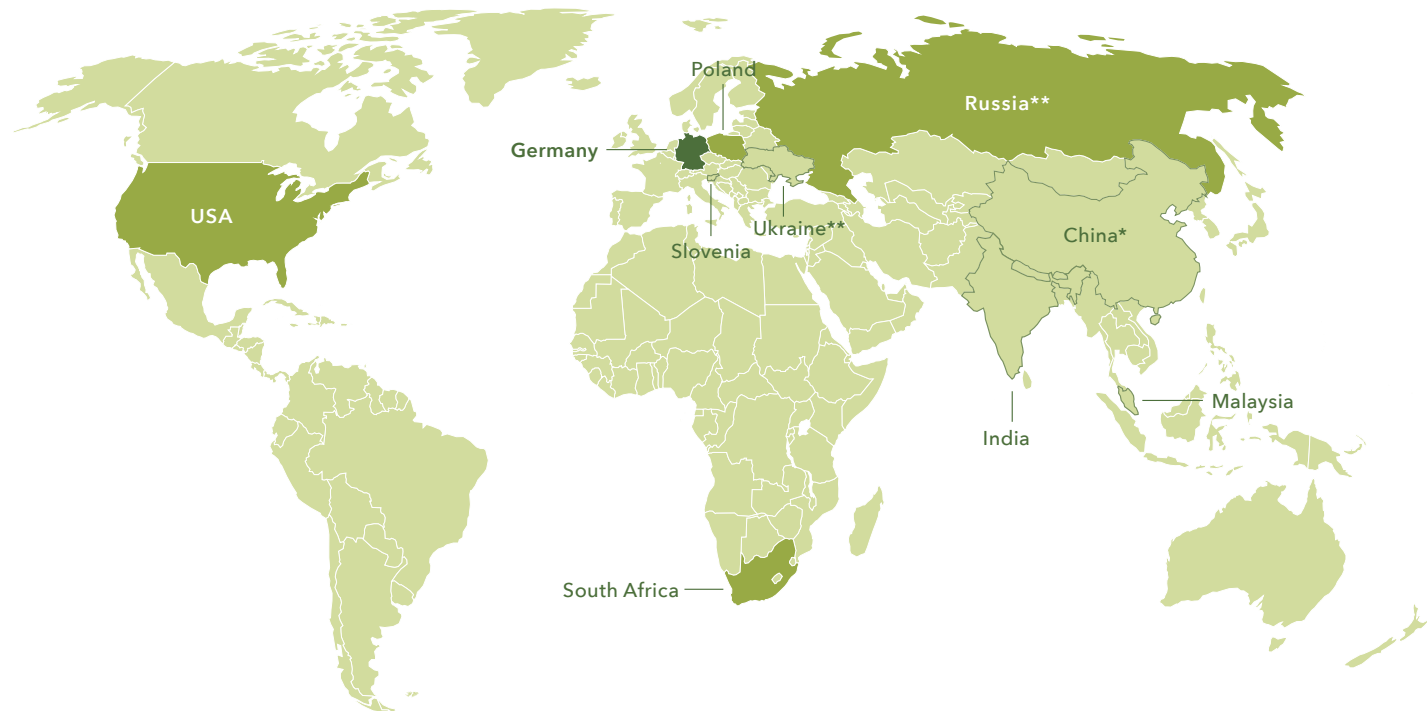
Over 11,000 employees shape logistics together

Our employees assume responsibility for smooth logistics of high-quality products day in and day out. In 2021, in its fully consolidated companies plus the CONTAINER Division (50 percent), BLG LOGISTICS employed an average of 11,952 employees globally (calculated in accordance with Section 267 (5) German Commercial Code). On the reporting date of December 31, 2021, there were 10,107 employees at more than 70 German locations in the AUTOMOBILE and CONTRACT Divisions as well as at the central departments, plus a further 978 employees at the international locations of our fully consolidated companies. Further information about personnel statistics and development is provided in detail in the SOCIAL section from ► page 34.

The map provides an overview of the distribution of our fully consolidated companies as well as other countries with activities of the AUTOMOBILE and CONTRACT Divisions.

Automobile and contract logistics

● Headquarters ● Countries with fully consolidated companies ● Other countries with business activities



* Representative office

** Since February 2022, business operations have been restricted or suspended due to the current conflict.

KEY FIGURES

272 GWh

Total energy consumption

-13.1 %

Absolute greenhouse gas emissions
(Scope 1 and 2, 2018-2021)

0.8 %

More accidents than in the
previous year

11,952

Employees worldwide incl.
CONTAINER Division (50 % share)

1,270

Employees on the "Fit & Fun"
health care program

26.7 %

Proportion of women in
total workforce



24.3 %

Proportion of women in
management levels 0-3

3,696

Training days
(centrally organized)



99.2 %

Collective pay agreement

€ **1.05** bn

Revenue of the BLG Group

€ **14.6** m



Total project volume for research
and development projects

STRATEGY

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Sustainability Management

Sustainable action and forward-looking change have for a long time been part of our DNA as a logistics service provider. We understand sustainability as a continuous process that requires not only the definition of goals and their committed implementation, but also that we constantly question ourselves and rethink familiar assumptions. Because it is not only the demands we place on ourselves that are increasing. More than ever, companies are called upon not only to accept their role in sustainable change, but to actively shape it. It is therefore only logical that, as a traditionally high-emission sector, industry - and that means we, too, as a logistics company - must take decisive steps if we are to meet globally set targets in the fight against climate change. This was one of the reasons why we opted in 2020 to have our new climate protection target validated by the independent Science Based Targets initiative (SBTi).

Reducing and managing our own as well as upstream and downstream supply chain emissions is of central importance for a company in our industry - but these are not the only topics at the focus of our sustainability management. Respecting human rights along the supply chain and ensuring comprehensive occupational safety for our employees - at all times, in all places - are just two major issues that harness our attention and ambition. In similar measure, developments in the global economy present us with challenges. The coronavirus pandemic continues to affect global supply chains, and the much-discussed chip shortage is also having a significant impact on our business.

While we respond to such changing conditions and acute events as a matter of course, our long-term ambition is to balance economic performance, social commitment and responsibility for the environment. Considering our business activities from all three perspectives helps to shape our decisions and create a holistic understanding of opportunities, challenges and correlations. Ultimately, we want to act responsibly in all we do.

Our commitment builds on the three pillars ENVIRONMENTAL, SOCIAL, and ECONOMIC. The fields of action mapped to each pillar specify where and how we exert influence and bring about sustainable change. In doing so, we look beyond our own corporate horizon and consider the entire supply chain. In addition, we are guided by government and supranational targets such as the climate neutrality goals of the German federal government and the EU, the Paris Agreement and the Sustainable Development Goals of the United Nations. With regard to the latter, we focus on nine selected goals that are particularly closely linked to our business activities and that we feel a shared responsibility for implementing. For a general overview of sustainability at BLG LOGISTICS see the graphic on ► pages 14 and 15; more detailed information is available in the Materiality Analysis section from ► page 18.

Controlling and responsibilities

Responsibility for monitoring, improving and implementing our sustainability management lies with our central Sustainability and Digitalization department, which also prepares this report. The synergies between these two

areas are aimed at specifically promoting innovations that benefit processes, business development and sustainability in equal measure. This is where the sustainability-related activities from the AUTOMOBILE and CONTRACT Divisions are clustered, and the department is also responsible for calculating our energy and CO₂ footprint and supporting cross-divisional energy management. The team acts as an interface and generates important impulses and ideas, driving sustainability throughout the company. Of particular importance in this connection is the development and introduction of sustainability targets and the selection of appropriate standards. The central department reports directly to the CEO.

The Human Resources department, represented on the Board of Management by our Labor Relations Director in the reporting year, is responsible for the aspects of social sustainability and specifically the interests of our employees. Employee participation is crucial for comprehensive sustainable action - which is why we rely on feedback and dialog. Our staff are given regular opportunities for feedback to the organization and management, for example, under the umbrella of our culture change initiative #SuccessDependsOnEverybody - although the Management Board was unfortunately unable to stage its planned roadshow in 2021 due to the coronavirus. This makes the possibilities for digital exchange offered by our WE ALL@BLG employee app all the more relevant. For more information about employee topics and BLG as an employer, please refer to the SOCIAL section from ► page 34.



In order to anchor our sustainability topics even more firmly in the future and to ensure cross-divisional exchange, we established the Sustainability Board in the reporting year. Representatives from the Sustainability and Digitalization, Legal/Compliance, Purchasing, Financial Services/Investor Relations, Risk Management, Human Resources, Safety & Environment as well as Quality and Environmental Management departments meet quarterly in this newly created framework to discuss goals, developments and new requirements relating to sustainability issues and to transport these topics into the organization as a whole.

Values, guidelines and management systems

Our corporate values committed, respectful, passionate, responsible and open to change not only define our shared culture - they also provide orientation for our sustainability management. More specifically, we have defined a set of guidelines that reflect the legal and ethical standards to which we feel bound. In 2021, we reviewed each and every one and updated or expanded them as necessary. The catalog was supplemented by a policy statement on human rights. In this way, we not only want to provide our employees with a reliable framework for their actions, but also clearly communicate our standards along the entire supply chain. Our overarching compliance system ensures adherence to legal rules and ethical principles.

Our sustainability strategy is also flanked by tried-and-tested management systems, many of which are certified. These relate to quality management, environmental management, energy management, and occupational health

and safety management. A management system is also in place for compliance and is currently being established for human rights. More details are provided in the relevant sections.

We detail the main elements of our corporate governance structures in our Corporate Governance Statement pursuant to Section 289 a of the German Commercial Code (HGB). This focuses on the corresponding statement by the Board of Management and the Supervisory Board and significant actions taken by the management that go beyond the statutory requirements. It also explains the procedures of the Board of Management and Supervisory Board as well as their composition. For more information, see the Financial Report 2021, from ► page 186.

Recognitions and rankings

BLG Handelslogistik is a member of the Advisory Board of the Lean & Green non-profit initiative. Having received the Lean & Green Award in 2015, we in the meantime rank among the Lean & Green 1st Star winners in recognition of our significant reduction in CO₂ emissions in recent years. We again received accolades in the reporting year, with Capital magazine and the statistic portal Statista also naming us one of Germany's "Climate-conscious companies". Of the more than 2,000 companies surveyed each year, we currently finished in 33rd place for 2022, improving by another 16 places compared to 2021. Among the companies from the logistics sector, we achieved the best rating.

We also consider it important to regularly engage independent external agencies to evaluate our sustainability

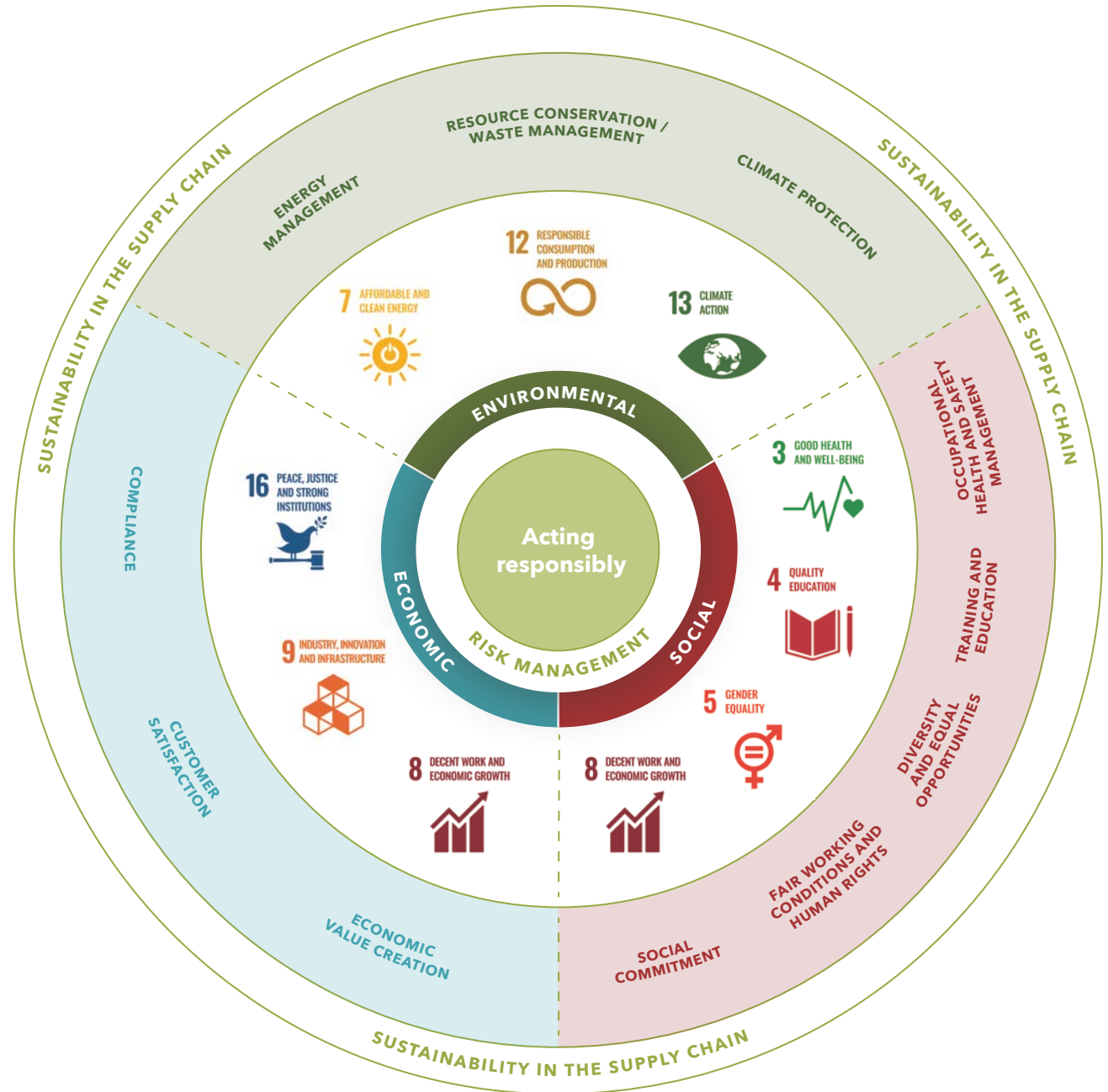
performance and again in 2021 achieved another silver CSR rating from EcoVadis. We are among the top 25 percent of the companies evaluated by EcoVadis and within our industry even belong to the top 13 percent. For the first time in the reporting year, we disclosed our emission data to the Carbon Disclosure Project (CDP). Level "C" ranking corresponds to the industry average - here, as in all areas relating to sustainability, we are looking to continuously improve. ►►

Our Sustainability Approach

For us, acting sustainably means striking a balance between economic performance, social commitment and responsibility for the environment. Our goal is to include all three perspectives in our decisions and to anchor the resulting integrated approach deeply in the company and all processes - every day, at all levels. Only in this way can we gain an overarching understanding of the correlations, be well equipped to meet challenges and take advantage of opportunities not only for us as a company, but also in terms of our role in shaping the sustainable logistics of tomorrow.

In a nutshell: We want to act responsibly in every respect. This aspiration forms the backbone of all our activities. We have assigned 11 concrete fields of action to the three supporting pillars ENVIRONMENTAL, SOCIAL and ECONOMIC, which are of great importance to BLG LOGISTICS as a company and also to our stakeholders. Here we set ourselves goals, strive for change and want to do our part to contribute to progress.

In addition, we are guided by the Sustainable Development Goals (SDGs) of the United Nations. These aim to shape the world's development in a sustainable way and to offer tomorrow's generations a future. We want to play our part in this area, too, and focus on nine selected goals that are particularly closely linked to our business.



Our Fields of Action and Sustainability Commitment Goals at a Glance

Climate Protection

We will be climate neutral by 2030. This involves cutting our CO₂ emissions by 30% within the company and 15% externally.

Energy Management

We are continuously working to increase our energy efficiency. We are also looking to generate more of our own electricity from renewable sources.

Resource Conservation and Waste Management

We take responsibility for the environmentally compatible use of resources and aim to reduce our waste volume by avoiding, reducing, recycling and reusing waste.

Compliance

Legal and ethical compliance form the basis of our actions. In line with a holistic approach, we also consider our entire supply chain.

Economic Value Creation

We prioritize strategic and sustainable growth. This helps us meet the responsibility we have as a major employer at many locations.

Customer Satisfaction

We support our customers' business with innovation and efficiency. For them and with them, we shape sustainable logistics of the future.

Fair Working Conditions and Human Rights

Our employees are crucial to our success. We offer them safe, attractive workplaces with fair pay, and are also mindful of the working conditions of the people in our supply chain.

Training and Education

Our training programs take account not only of qualifications but also of personal background and life situation. We offer our employees further development opportunities throughout their careers.

Occupational Health and Safety Management

We take responsibility for providing a safe working environment with a focus on accident prevention. Prevention also means we support our employees in staying healthy.

Diversity and Equal Opportunities

We employ people from more than 60 nations and respect their diversity. We are particularly committed to promoting women in management positions.

Social Commitment

Contributing to the welfare of the community is part of our responsibility. That is why we support initiatives and projects locally and around the world.



The SDGs in nine stories

With the Sustainable Development Goals (SDGs), the United Nations agreed on 17 concrete goals based on a global plan to promote sustainable peace and prosperity and protect our planet. Not only the countries of the world, but also we as a company can contribute to this. Our SDG stories tell you just how we do this every day, on a small and large scale, in Germany and elsewhere.

→ reporting.blg-logistics.com/2021/en/sdg-stories

In dialog with our stakeholders

When formulating our goals and the focus of our sustainability management, we strive to take the interests of all stakeholders into account in an appropriate way. For us, this includes all persons or groups, both inside and outside the company, who are directly or indirectly affected by our business activities now or in the future and therefore have an interest in our development.

With many of them, we are in regular or frequent contact, attaching particular importance to satisfying our customers' needs. We communicate with them closely and as partners - especially where we supply customers directly in our branch offices or even work on their sites. The implementation of joint major projects or development of new logistics locations also provide an opportunity to obtain very focused feedback and valuable insights on the issues that concern them.

Another equally important stakeholder group is our employees. That is why two-way communication with them and incorporating their expectations into our decision-making is vital. To help us do this, we conduct the TRUSTED LEADER alternately with the TRUSTED EMPLOYER survey. In the reporting year, the latter was conducted - enabling us to establish how far our corporate values are lived and anchored in the day-to-day work of our employees.

We are in close and ongoing contact with the City of Bremen, our majority shareholder, in various contexts - for example in the reporting year through the first Bremen Commission of Inquiry on "Climate Protection Strategy for the State of Bremen" and our participation in



**Important memberships in associations, organizations, and initiatives**

- Central Association of German Seaport Operators, Hamburg
- German Logistics Association (BVL)
- German Transport Forum, Berlin
- Business Association Wirtschaftsverband Weser, Bremen
- Company Association Unternehmensverband Bremische Häfen, Bremen
- German Freight Forwarding and Logistics Association, Berlin
- Logistics Alliance Germany, Berlin
- AKJ Just-in-Time Working Group
- Charta of Diversity
- Awards Association Trägergemeinschaft Bremer Diversity Preis
- Work-life balance initiative berufundfamilie
- Lean & Green
- Partnership of Environmental Enterprises (PUU)
- Mobility2Grid e.V., Berlin
- Taskforce "Nachhaltiger Schwerlastverkehr" of the German Energy Agency(dena), from 2022

the Port Dialog, which aims to develop a new concept for the ports of Bremen and Bremerhaven. We also use other channels for dialog tailored to specific target groups to communicate with other key stakeholder groups. These are shown in the above graphic. We are also fortunate in that nearly all groups of key importance to us are represented on the Supervisory Board via representatives from industry, banks, the workforce, labor unions and the public sector. Our Advisory Board is made up of scientists specializing in sustainable logistics, process innovation in logistics and junior management training as well as representatives from business, trade associations and media.

To prepare ourselves to meet the many global challenges we face, we need not only investment and innovation, but above all cooperation. The transformation will only succeed in the time available if we work together - which is why we are involved in associations and professional

circles. Our CEO Frank Dreeke has been Chairman of the Central Association of German Seaport Operators (ZDS), one of the most important interfaces between the port sector and the political arena, since 2016. Furthermore, he is also a member of the Presidium of the German Transport Forum (DVF) and of the Managing Board of the German Logistics Association (BVL). In the reporting year, Jakub Piotrowski, Head of Sustainability, Digitalization and IT, assumed the role of spokesperson for the newly established BVL "Nachhaltig gestalten" ("Shaping sustainability") topic group. From 2022, BLG LOGISTICS will also be a member of the steering committee of the German Energy Agency's (dena) task force on sustainable heavy goods transport.

Materiality Analysis

This Sustainability Report is a central part of our overall business reporting and was prepared in accordance with the GRI standards (Core option). We make the associated GRI Content Index available online.

 reporting.blg-logistics.com/en

Also as part of Group reporting, we have published a non-financial statement in accordance with the EU Corporate Social Responsibility Directive for the past several years and have integrated a non-financial Group report (NFR) into our sustainability reporting. The corresponding CSR Index on ► page 64 shows where the topics relevant for the NFR appear in the various sections of the present report.

Boundaries and reporting scope

Our sustainability reporting covers the fully consolidated companies of the BLG LOGISTICS GROUP, which belong exclusively to the AUTOMOBILE and CONTRACT Divisions. Therefore, when identifying and selecting material topics to be dealt with and further prioritizing the contents for the non-financial statement, we focused above all on these two divisions and our central departments.

This report concentrates on the domestic BLG companies. They account for 91.2 percent of all employees and 96.8 percent of revenue of the fully consolidated locations, i.e. the most substantial part of our business activities. At the same time, in the interests of greater transparency, we are working continuously on increasing the availability of data from our foreign companies. We already

include the consumption of the relevant foreign locations in our energy and greenhouse gas accounting.

The third CONTAINER Division is represented by the EUROGATE Group, in which BLG LOGISTICS holds a 50 percent stake. EUROGATE is Europe's leading shipping line-independent container terminal group. EUROGATE manages the areas that are material for non-financial reporting independently, including energy, the environment, personnel and compliance. We therefore present the NFR-relevant topics for the CONTAINER Division separately from ► page 58.

Identifying and selecting the reported aspects

The present publication continues to take its cues from our report for the 2018 financial year in which we described in detail the process we applied to determine the contents of our reporting. To ensure that the topics continue to be up-to-date and relevant, we conducted an internal materiality review process in the fall of 2021. In a workshop format, the members of our Sustainability Board discussed all aspects and reassessed them against the background of developments that have since taken place at both sociopolitical and business level. One change is the new inclusion of the topic "Resources & Waste", which adds a third aspect to the ENVIRONMENTAL pillar and on which we are reporting for the first time this year. We want to assume even greater responsibility for the environmentally compatible use of resources in the future and aim to reduce our waste volume by avoiding, reducing, recycling and reusing waste. In all other areas, there have only been slight shifts in the importance and weighting of the topics - more on this in the following

section. Apart from this, we have continued to report on the key figures collected to date beyond 2021 in line with the GRI requirements.

Weighting of our material topics

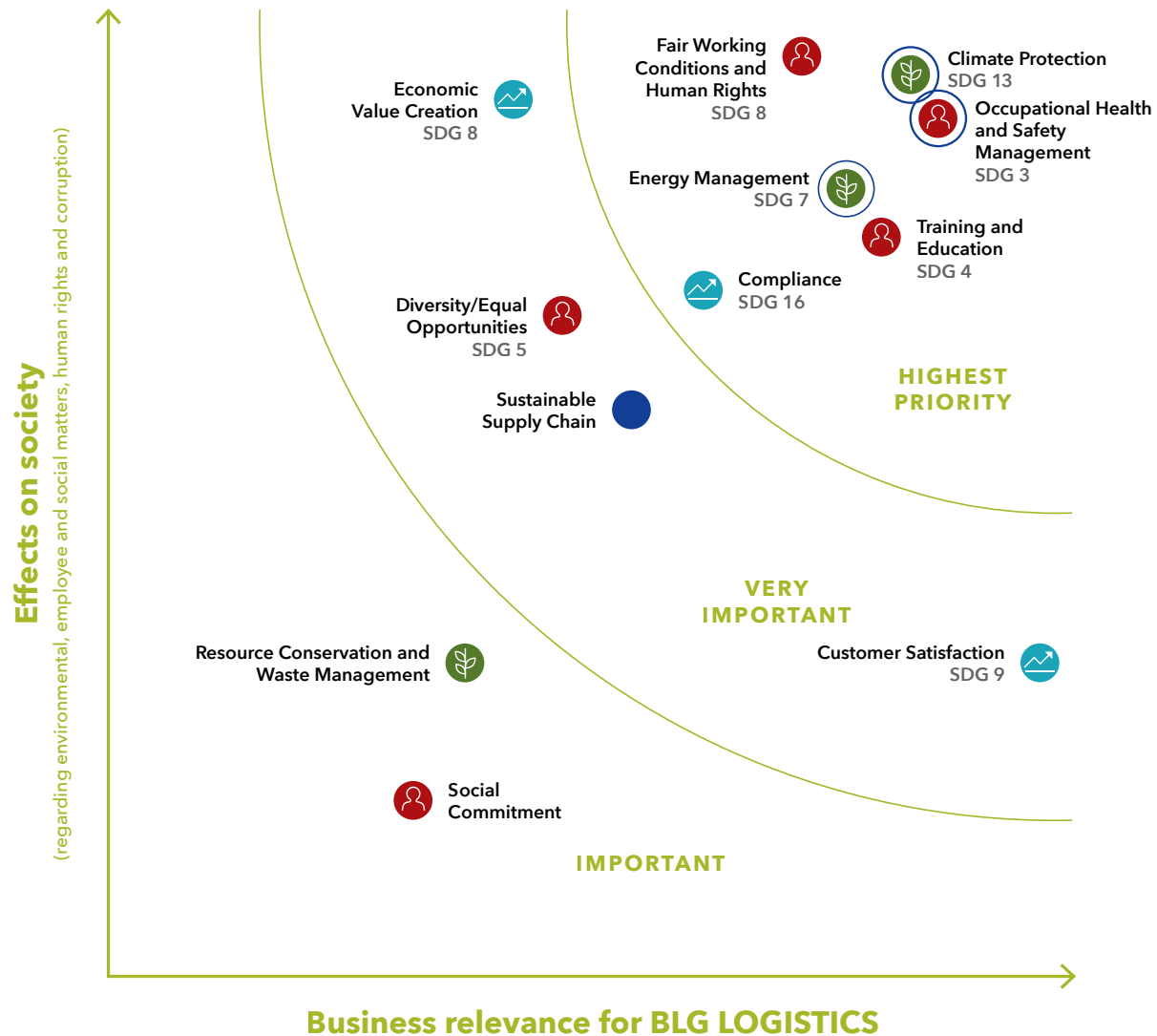
We have grouped our material topics under the three headings ENVIRONMENTAL, SOCIAL and ECONOMIC and arranged them in the materiality matrix according to their importance for BLG and their impacts on society. In addition, we have indicated the SDGs that are associated with the respective topic. The topic Sustainable Supply Chain relates to aspects from all three pillars, which is why we provide separate information on our strategies, progress and challenges in this context on ► page 21.

In addition to ongoing feedback from our stakeholders, the reevaluation of individual topics in particular also drew on the results of the internal materiality process described above. The aspects of climate protection, energy management, compliance and sustainable supply chain were unanimously assigned increased importance. To enable us to focus even more strongly than before on the most relevant fields, we have also divided the matrix into three new areas - in which we have included the topics that are ranked as important, very important and highest priority for BLG LOGISTICS. Only the latter are included in our NFR. The slightly changed result and the new presentation are shown in the adjacent materiality matrix.

For each material topic in this report, we explain our management approach and we also present selected key performance indicators in accordance with the GRI guidelines.

In addition, we describe how BLG LOGISTICS addresses the aspects of the NFR - including concepts, results, control mechanisms and relevant KPIs. You can find an assessment of overall risks on ► page 20.

Materiality matrix



Environmental



General



Social



Key topics from the employee perspective



Economic

Risk Management

We believe that dealing responsibly with potential risks and taking them into account appropriately in all business processes is the basis of any sound corporate management. At the same time, we also feel it is important to identify economic potential early on and seize this wherever possible. Our opportunity and risk policy enables us to do precisely this and to further develop the company and create value without exposing it to undue risks. Responsibility for the strategic direction of risk management lies with the Board of Management. In addition to defining risk policy principles this also includes the profit-oriented management of overall risk. The Supervisory Board is responsible for exercising responsibilities under company law. The Board of Management regularly informs the Supervisory Board in a standardized report concerning all decisions that are relevant in terms of risk. The adjacent graphic shows the allocation of responsibilities in connection with risk management organization.

Identifying, assessing and minimizing risks

Continuous risk controlling and a risk management system including reporting, which is tailored to the legal form of the company, allow us to identify potential risks at an early stage. In this context, we focus particularly on risks that arise as a result of strategic decisions and that may threaten the company's continued existence. It is also of paramount importance to us that our business activities do not pose any risk to people, the environment and society. We categorize all risks into five defined risk areas. In addition to financial risks, we are exposed to market risks, political, legal, and social risks, strategic risks as well as performance and infrastructure risks.



Potential risks associated with sustainability aspects of our CSR policy are mainly found in the latter three categories. To provide the highest level of transparency possible, our risk report states not only the subjective gross expected value, but additionally shows the respective value according to various evaluation scenarios (best - expected - worst case) and their probability of occurrence. Furthermore, the risk report describes the measures defined by our risk manager and their impacts on the

risk. For more information about our opportunity and risk management, see the Financial Report 2021, from ► page 63.

The coronavirus pandemic continued to present us with a high level of uncertainty. On the one hand, it is true that its knock-on effects have in the meantime been factored into business processes, the economy has adapted to the changed situation and the economic consequences are no longer as severe as they once were. However, significant disruptions to the global flow of goods and associated logistics processes may still occur in the future - for example as a result of new virus variants. We are also impacted by the challenges facing the automotive sector in particular due to a lack of intermediate goods, disruptions in supply chains, the switch to electromobility and weak demand during the pandemic. The substantial rise in energy prices at the turn of the year represents a significant new risk. Last but not least, the conflict in Ukraine could lead to global political turmoil, the impact of which on the economy and our business cannot yet be predicted.

The relevant management groups of the divisions are regularly notified of identified risks and measures to counter them. The Board of Management also receives quarterly reports and the Supervisory Board is reported to at its ordinary meetings. Four such meetings were held in the reporting year. No material risks with very likely serious negative impacts on matters relating to sustainability and the CSR policy were or are known to us for the 2021 financial year.



Sustainable Supply Chain

We provide highly complex services for our customers, and in doing so operate along global supply chains. The Company Profile section on ► pages 6 to 9 describes our portfolio in detail. We also coordinate the entire supply chain and establish integrated logistics chains, which we also manage - across the entire value creation process, especially in the areas of project and process management, technology, IT and quality. In this, we predominantly work with products and components provided by our customers. This means our ability to influence upstream processes is often limited.

Wherever we can set benchmarks ourselves, we do so in compliance with sustainable standards. This applies particularly to our contract awarding and purchasing processes, for example, which are managed by our central Purchasing department, and encompass more than 100 material categories. The focus here is also on energy efficiency, which alongside quality, price and delivery times is a central criterion in the procurement of lighting systems and forklift trucks, for example. Our main procurement markets are located in Germany and neighboring EU countries with corresponding sustainability standards.

The coronavirus pandemic and the prevailing situation in Eastern Europe place continued pressure on global supply chains. As a consequence, we are still experiencing longer delivery times for certain goods. On the other hand, the drastic rise in raw material prices at the end of the year has made energy procurement much more expensive, and no reverse trend is currently foreseeable.

Clear requirements define the framework

We transparently disclose to our customers how we meet our ethical, social and environmental responsibilities. We expect the same of our suppliers and intend to incorporate the relevant aspects even more explicitly into our selection in the future. Only like this can we systematically implement sustainability in the supply chain. Our requirements with regard to environmental and social responsibility as well as ethical business conduct are set out in our Supplier Code of Conduct, which came into force in fall 2021. It goes without saying that we comply with the statutory provisions governing the treatment of employees, occupational safety and environmental protection. We also expect appropriate measures to be taken to reduce the impacts of business activities on people and the environment. Our suppliers are responsible for ensuring that their subcontractors also comply with the requirements. Employees in Purchasing have received and continue to receive comprehensive training on the criteria set out in the Supplier Code of Conduct.

www.blg-logistics.com/en/general-terms-and-conditions

Systematic supplier evaluation as a control element

To enable us to meet our self-imposed requirements, we continuously review the relevant supply chains. In order to systematically document and process the necessary information, we have evaluated our suppliers since 2016 according to a dedicated schema. Based on a comprehensive catalog of questions, we record criteria such as pricing, quality, delivery time, environmental protection, sustainability and communication. This enables us not only to identify weak points and risks, but also to discover potential. We then use these insights to

determine measures that effectively iron out any shortcomings in terms of quality or cooperation.

Suppliers are selected on the basis of their relevance to our business and the volume of orders. We place a particular focus on key procurement areas from the fields of intralogistics, major capital expenditures and consumer goods. The evaluation is always carried out in cooperation with the responsible locations. We share the findings with the suppliers concerned and they also flow into our procurement strategies and supplier management. For face-to-face supplier meetings, we are now increasingly relying on digital formats. The process is completed without further action on our part if there are no complaints, which applied to all evaluations in the reporting year. If, on the other hand, we identify a need for change or optimization, we define steps with the supplier for their own or active development. We terminate the relationship with suppliers that are unable to meet our requirements, also in the longer term.

ENVIRONMENTAL

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Our Environmental Responsibility

Many services provided by the logistics industry - from transport, the operation of logistics facilities to the handling of complex intralogistics processes - require energy and thus produce emissions. Despite all our efforts, this will only change to a limited extent in the short term. Due to the nature of our business activities, we are therefore all the more aware of our responsibility toward the environment and want to leverage our scope for action to the maximum. As part of our MISSION CLIMATE initiative, we will significantly reduce our greenhouse gas emissions. And where we cannot avoid emissions entirely, we offset them by investing in carefully selected climate protection projects. Our goal is to become climate-neutral by 2030 and in doing so make a sustainable contribution to the Paris Climate Agreement and play our part in limiting global warming.

On the following pages, we describe our goals, measures and the status quo in our prioritized fields of climate protection and energy management, and include for the first time in this report the area of resource conservation and waste management. This is because we believe using resources in an environmentally compatible way is also a

key element of sustainable corporate management. We aim to meet this objective through avoidance and reduction of waste as well as through targeted recycling strategies. We were able to achieve a number of successes in the reporting year with regard to enhancing energy efficiency, such as the LED retrofits of additional areas at our sites. Particularly when designing new sites, we are increasingly taking these aspects into account, together with the issue of biodiversity, as the planning for the C3 in Bremen currently testifies.

And because environmental sustainability not only concerns our own actions, we are continuing to make sure our standards are applied along the entire supply chain. An important part of this is our new Code of Conduct for Suppliers, which came into force in the reporting year.



Climate Protection

We will be climate neutral by 2030. This involves cutting our CO₂e emissions by 30 percent within the company and 15 percent externally.

The topic of climate protection has continued to gain in importance - in addition to political traction, a growing number of companies from many sectors are now also becoming active. We are no exception. In the reporting year, the German government tightened its climate protection targets once again and set Germany the goal of net zero emissions by 2045. As a logistics company, we want to make a conscious contribution - and in doing so support our customers in improving their own climate footprint.

In our last Sustainability Report for 2020 we published our new, ambitious target for reducing our greenhouse gas emissions for the first time. By 2030, we will reduce our absolute Scope 1 and Scope 2 emissions by at least 30 percent and our Scope 3 emissions by at least 15 percent, in each case compared against the figures for the base year 2018. These ambitions were verified in 2020 by the independent Science Based Targets initiative (SBTi), which recognized us as the first German logistics service provider with climate protection targets in line with the Paris Climate Agreement. It is worth pointing out here that our reduction target is an absolute goal that is not tied in with corporate growth. We will offset all Scope 1 and 2 emissions that despite all our efforts we cannot avoid entirely by investing in high-quality climate protection projects. Like this, we will become a climate-neutral

company by 2030. In aggregate, we call these targets and objectives Mission Climate - our path to net zero emissions.

Our levers for greater climate protection

There are three key strategic levers we can use to achieve our targets for producing emissions: steadily increasing our energy efficiency, producing our own renewable electricity and purchasing green electricity. The premise: Avoidance comes first, followed by reduction and, if all else fails, offsetting. Therefore we are focusing in particular on increasing efficiency, i.e. using energy in such a way that we can achieve more output for the same input. See the Energy management section of this report for more detailed information. We also took further steps in the reporting year with regard to generating our own power from renewable sources. We installed our first photovoltaic system on the roof of the car terminal in Kelheim in 2019 and since 2020 have been able to utilize solar energy on customer premises at the Waiblingen industrial logistics location. With these two installations, we covered around 345,000 kWh of our electricity needs in 2021 - equivalent to a reduction in greenhouse gas emissions of approximately 76 t CO₂e. At our new C3 Bremen logistics center, we are thinking in much larger dimensions - here, a photovoltaic system is planned across the entire roof area with an output of up to 10 MWp, making this the largest contiguous rooftop system in

Germany. We will also continue to systematically invest in our own electricity production and expand it to additional sites.

Our absolute emission reductions also improve our customers' carbon footprint, because our Scope 1 and Scope 2 emissions are reflected in their Scope 3 emissions. In addition to the reduction measures described

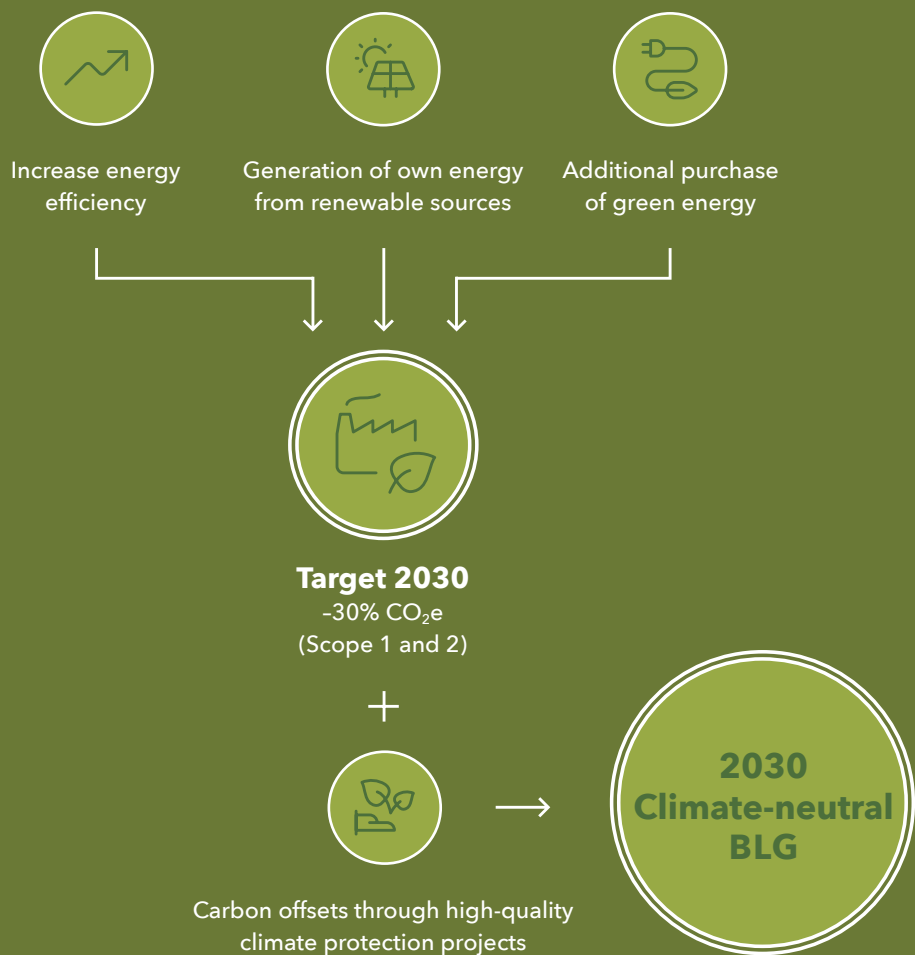


To reduce our Scope 3 emissions, we also rely on each and every individual at BLG LOGISTICS. That's why we're looking for solutions that help our employees make their commute to work as climate-friendly as possible.

→ reporting.blg-logistics.com/2021/en/sdg13

Our climate targets at a glance

Climate target within the company



Absolute CO₂ reduction in the supply chain



above, since the end of 2020 our customers have also been able to opt for climate-neutral services. On request, we calculate the greenhouse gas emissions for the contracted service individually and offset them through certified climate protection projects.

Calculating greenhouse gas emissions

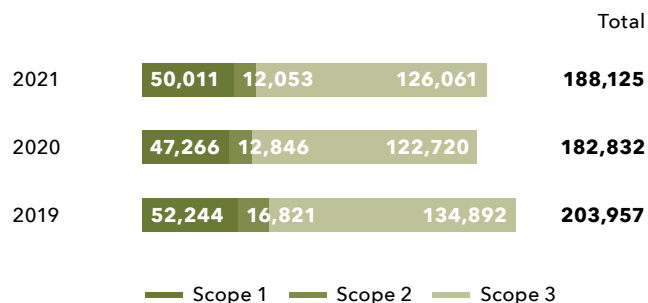
To be able to cut our CO₂ emissions, we need to know where and in what quantities we consume energy and generate greenhouse gas emissions. We collect, validate and evaluate the corresponding energy consumption data decentrally, directly at our locations. This data is collated by our central Sustainability and Digitalization department, which calculates the emissions generated. This takes into account the consumption of the German sites of our fully consolidated companies and around 95 percent of the energy consumption of the associated sites outside Germany. In our AUTOMOBILE and CONTRACT Divisions, we use our own diesel trucks. Their consumption is included in our energy and greenhouse gas accounting. Our fleet is also supported by subcontractors, especially in the freight forwarding and car transport business areas, who are included in our extended reporting (Scope 3).

For our greenhouse gas accounting, we are guided by the principles of the Greenhouse Gas Protocol (GHG Protocol), whereby we present direct and indirect greenhouse gas emissions separately. We distinguish between Scope 1 (direct emissions from the combustion of natural gas, heating oil, diesel and gasoline), Scope 2 (indirect emissions from electricity and district heat generation) and

Scope 3 (other indirect emissions). We further specified and expanded our reporting of Scope 3 emissions in the reporting year. We have been calculating our CO₂ equivalents (CO₂e) since 2011. This includes not only carbon dioxide, but also other gases with high greenhouse gas potential (see Glossary for details).

Absolute greenhouse gas emissions

broken down into direct and indirect emissions (t CO₂e)



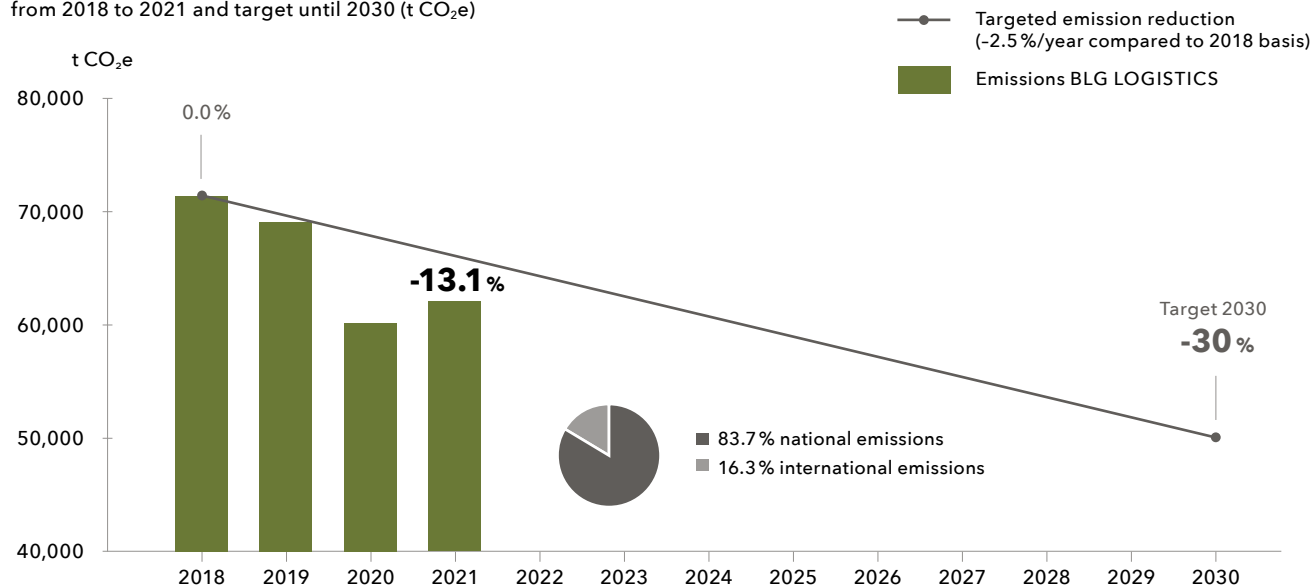
For the CO₂e calculation of German gasoline and diesel vehicles, we use well-to-wheels emission factors (WTW) from the DIN EN 16258 standard and the Global Logistics Emissions Council (GLEC). These include all generated CO₂e emissions, from the provision of the power sources used by the vehicles through to the operating phase and also take the proportion of biodiesel or ethanol into account. To calculate the further emissions from the primary energy sources including the upstream chain, we use the CO₂e emission factors from the Global Emission Model for Integrated Systems (GEMIS) from the Interna-

tional Institute for Sustainability Analysis and Strategies (IINAS). We regularly adjust the emission factors in line with the adjustments in GEMIS, also retrospectively. The emission factors used for electricity apply on a site-specific basis depending on the energy supply company. The corresponding electricity emission factors for our foreign sites are based on the respective country mix from the GEMIS.

Own emissions: on the right track

Our climate target is based on a clear plan: In order to achieve it, we must reduce our CO₂ emissions by 2.5 percent each year compared with the base year. In 2020, the effects of the coronavirus pandemic had a significant impact and led to an above-average reduction in our emissions. During that time, many of our locations experienced disruptions to normal operations. Once business returned to normal in various areas in the reporting year, at least a slight increase in emissions compared to 2020 was to be expected. Nevertheless, we were able to reduce our greenhouse gas emissions by 13.1 percent in 2021 compared to 2018. We were thus well within our annual target and remain well on track toward our Mission Climate. As in the previous year, the positive development was again boosted by a significant increase in the share of renewable energy in the electricity mix we use. In 2021, our German sites were responsible for the majority of our global emissions at just below 84 percent, with some 16 percent attributable to our foreign locations.

Absolute greenhouse gas emissions (Scope 1 + 2)
from 2018 to 2021 and target until 2030 (t CO₂e)



Emissions in the supply chain: multiple starting points

We have expanded our climate assessment with the inclusion of Scope 3 emissions and, in line with the SBTi requirements, from all 15 categories belonging to the GHG Protocol identified those which, taken together, account for over two thirds of our total Scope 3 emissions. A separate sub-target was to be set for these - in our case a reduction of 15 percent compared with the base year up to 2030. In this context, we give consideration to upstream transports by our subcontractors, our equity investees, employee mobility, and also monitor the upstream chains of primary energy sources.

Our equity investees and the upstream transports are the biggest two emitters within Scope 3 and taken together account for around 80 percent of the emissions generated in this category. In the case of upstream transports, we report on emissions that result from purchased transportation services by truck and rail. For the latter, we were able to access additional transport data for the first time in the reporting year (since 2018), which will now continue to be collected. As part of a 100-day project in the reporting year, we also tested software that performs an automated calculation of CO₂ emissions in the transport sector. To this end, transport order data is linked with telematics data from our own trucks, as well as those of

sub-transport service providers. Thus, wherever possible it is intended to base the calculation of emissions on primary data. We are currently evaluating the results of the project.

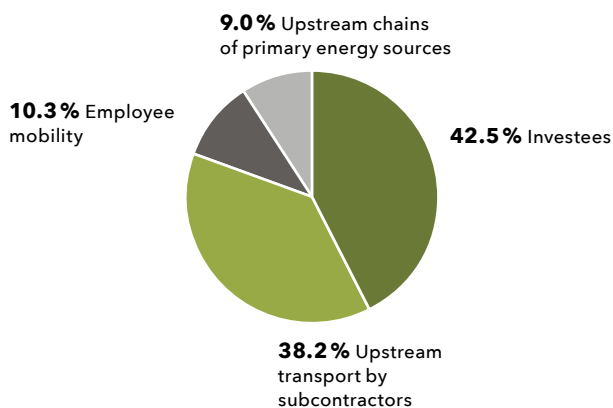
In equity investees, we include the emissions of our EUROGATE joint venture on a pro rata basis, which due to the size of the business volume make up a large proportion, plus individual other companies. With respect to employee mobility, we report on emissions from our employees' daily commute to and from the workplace, those from our company cars and rental vehicles and from our business flights. To calculate the former, we again carried out our annual company survey. In this context, we also give employees the opportunity to express their wishes and suggestions concerning this topic. High on the list are charging infrastructure for e-cars and e-bikes, better public transport connections to individual locations and opportunities for commuting together, e.g. in the form of car sharing. These are the issues we intend to focus our efforts on in the coming years.

Through our company car policy, we are increasingly promoting the ecologically compatible use of electric and hybrid vehicles by limiting the permissible commuting distance and also creating charging options at the homes of the employees concerned. With respect to the upstream chains of the primary energy sources, we report, as in the previous years, on emissions that result from production and transport.

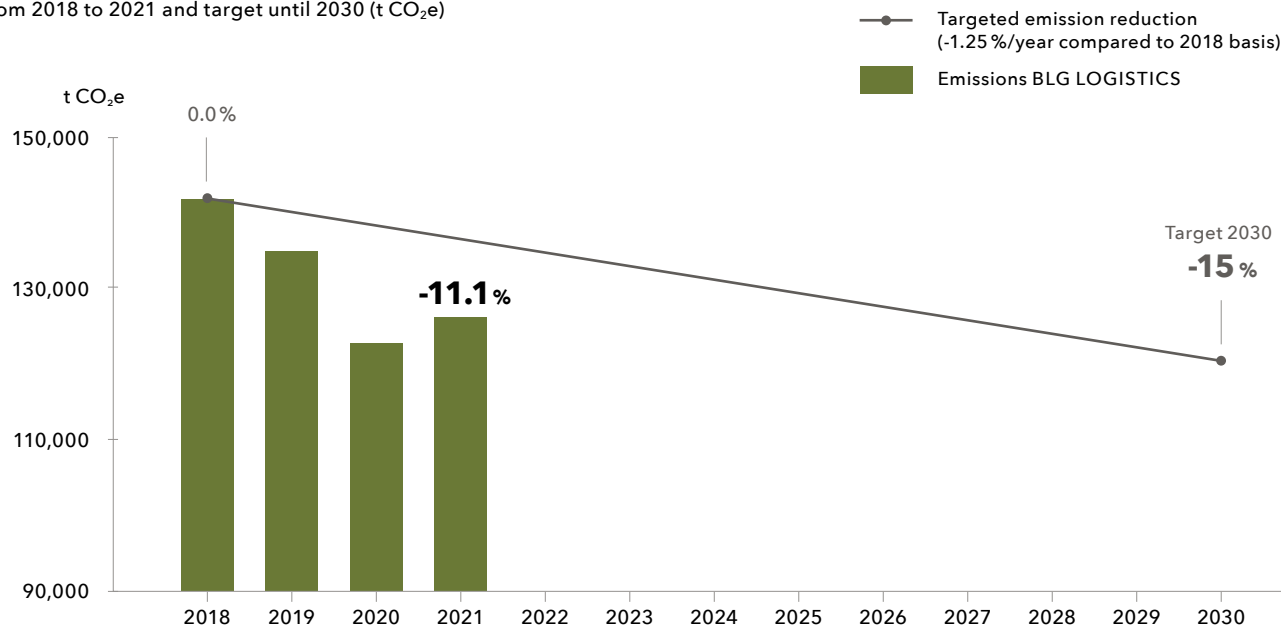
The development of Scope 3 emissions is similar to that of direct and indirect emissions in Scopes 1 and 2.

Following the decline in 2020, which was largely due to the coronavirus pandemic, we recorded a slight increase again in the reporting year as business operations returned to normal. Nevertheless, greenhouse gas emissions were down by 11.1 percent compared to 2018, once again clearly meeting our performance target on an annual basis. As already mentioned, the change in the picture compared with the previous year's report is primarily due to the extended reporting of rail transports, which was also applied retrospectively.

Percentage share of Scope 3 emissions 2021
broken down by categories considered



Absolute greenhouse gas emissions (Scope 3)
from 2018 to 2021 and target until 2030 (t CO₂e)



Across all Scopes, we generated 188,125 t CO₂e in 2021, a slight increase in emissions compared with the previous year, although the latter may be considered an exceptional year due to the peak of the coronavirus pandemic. In the reporting year, we significantly exceeded our annual target for both our Scope 1 and 2 emissions and those in Scope 3. More detailed information on the measures used to lower our emissions is provided in the Energy Management section of this report.

Offsetting greenhouse gas emissions

Offsetting emissions that we cannot avoid is an important building block on our way to becoming a carbon-neutral company. In the reporting year, we offset the climate impacts of our company car fleet and our business flights for the third consecutive year by supporting selected climate protection projects. In 2021, we thus offset 859 t CO₂e through a project to provide solar cooking stoves in Henan Province, China, which is Gold Standard certified and audited.

Energy Management

We are continuously working to increase our energy efficiency. We are also looking to generate more of our own electricity from renewable sources.

Energy management is an important means of increasing our efficiency - and thus harbors a lot of potential in both environmental and economic terms. It is also essential for achieving our climate protection targets. Our environmental and energy policy, which is available online, is commensurate with this. Among other things, it commits us to continuously and systematically reducing our energy consumption and emissions and to steadily improving our performance in the overriding areas of energy and the environment.

www.blg-logistics.com/en/sustainability

Our on-site energy officers are responsible for energy planning at the individual locations. In addition to systematic data capture, their remit involves regular energetic evaluations as well as documenting planned and implemented measures. All activities are monitored and managed by a central Controlling department. In the reporting year, our energy management system was re-certified according to DIN EN ISO 50001 at 27 locations. Furthermore, since 2014 our environmental management system has already been certified in accordance with DIN EN ISO 14001 at all our German auto terminals and transport centers in the AUTOMOBILE Division as well as at 13 more locations in the CONTRACT Division.

Our consumption data as a basis

If we are to permanently reduce our energy consumption - and hence our greenhouse gas emissions - we need to know which are the biggest energy consumers. For this, we rely on decentralized recording, validation and evaluation by our energy officers on site. Not included are sites, plants and vehicles whose energy consumption is beyond our control. The consumption of all fully consolidated companies is aggregated and calculated by the central Sustainability and Digitalization department as part of the annual energy and CO₂ accounting.

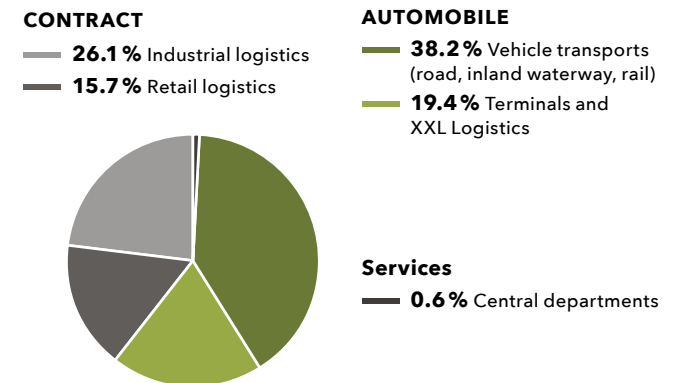
To further increase data transparency and in particular to facilitate the identification, recording and tracking of measures, we introduced the EnEffCo energy management software in the reporting year. This enables not only more detailed, but also largely automated recording and evaluation of our energy consumption and thus even more targeted determination of savings potential. Our German sites will gradually be incorporated in 2022, so that automated monitoring via user-defined dashboards will also be possible across sites and businesses. We are currently preparing additional functions, including alarm and ticket functions, which will enable anomalies to be systematically detected and processed.

Energy consumption in the reporting year

Compared with the previous year, our total consumption increased by around 6.4 percent to 272 million kWh, which was to be expected due to the restrictions on business operations prevailing in 2020 in the wake of the coronavirus pandemic. The comparatively cold start to 2021 and an additional hardening plant for industrial logistics at one of our Bremen sites are two factors that explain the increase in natural gas consumption.

Percentage share of energy consumption 2021

broken down according to divisions and business areas



Absolute energy consumption

broken down according to energy sources

		2021	2020	2019
	Liters	MWh	MWh	MWh
Electricity		55,008	52,499	54,044
Germany		54,412	52,183	53,868
Self-generated electricity (utilized)		345	73	37
Self-generated electricity (fed into grid)		-	10	5
Foreign		251	243	139
Natural gas		77,282	63,703	69,067
Germany		77,160	63,649	68,912
Foreign		122	54	155
District heat		192	163	117
Germany		192	163	117
Foreign		-	-	-
Heating oil	1,036,083	10,309	10,001	11,366
Germany	1,036,083	10,309	10,001	11,366
Foreign	-	-	-	-
Diesel	12,694,468	125,929	126,416	139,905
Germany	8,369,097	83,022	85,774	99,511
Foreign	4,325,371	42,907	40,642	40,394
Gasoline	352,195	3,103	2,746	3,337
Germany	345,289	3,042	2,674	3,167
Foreign	6,906	61	72	170
Vehicle gas		82	109	85
Germany		25	31	50
Foreign		57	78	35
Total energy consumption		271,905	255,637	277,921
Germany		228,507	214,548	237,028
Foreign		43,398	41,089	40,893

Compared with 2019, we nevertheless succeeded in reducing consumption by 2.2 percent. The renewed reduction in diesel consumption is partly attributable to the ongoing shortage of parts in the reporting year.

More efficiency lies in the details

We continued or completed a number of major projects in the reporting year, including the LED conversion of further areas at our largest industrial logistics site in Bremen, as well as in Emmerich and also in Eisenach. There, we expect to save around 225,000 kWh - equivalent to 60 percent - of the annual lighting energy. We also continued or completed LED projects already underway at our auto terminals. Despite all the progress made, we again felt the effects of the restrictions in the second pandemic year, so that some of the projects already rescheduled for 2020 had to be postponed for another year.

Individual optimization measures at the respective sites also contribute in aggregate to achieving our climate targets. This also included optimizing existing conveyor technology - such as reducing the speed in the automatic small parts warehouse while maintaining the same performance - or the additional installation of light barriers. This will enable us to save a further 75,000 kWh. In Falkensee, we can reduce our energy consumption by around 6,300 kWh a year by lowering the temperature in the sprinkler rooms. We can save a further 2,000 kWh per year thanks to new electric heaters with timers in our container offices.

In order to identify further potential for reducing our energy requirements in the future, we will continue to work on optimizing our meter structures and technology, conduct detailed load curve analyses, and apply the comprehensive heating check developed in 2021 across the board.

Knowledge raises awareness

Once again in the reporting year, we kept our employees continuously informed about and sensitized to topics related to energy efficiency via various formats such as training courses and notices. Due to COVID, our Technik-Treffen technical meetings, as a central instrument, could not take place live on site for the second year in a row. Nevertheless, we held online training sessions and regular digital exchanges for and with all energy officers again during the year, as well as newly introduced, four-weekly open Q&A sessions. To further raise awareness among our administrative staff, an e-learning module on environmental and energy management was developed and will be rolled out in 2022. With this, we aim to ensure that everyone is aware of our environmental and energy policy and the related corporate objectives. We also want to raise their awareness of related issues in general, as well as their understanding of how they can contribute to environmental and energy management in their daily work.

Using clean energy, reducing consumption

Since 2019, a photovoltaic system with a generator area of 430 square meters and an output of 74 kWp has been in operation on the roof of the car terminal in Kelheim. In the reporting year, we were for the first time able to use 100 percent of the electricity generated to cover our own

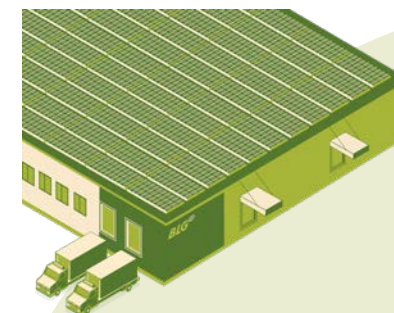
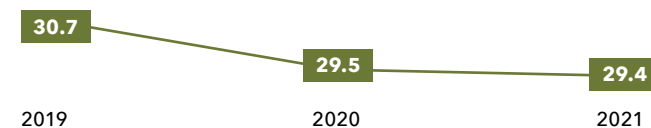
needs. A similar system ten times the size went into operation at the Waiblingen site in 2020, enabling around half of the electricity required there to be covered by solar energy. Taken together, the two systems covered an electricity requirement of around 345,000 kWh, which is equivalent to a saving of 76 t CO₂e. In the future, we will explore the PV potential of additional locations. For example, the construction of a PV system with an output of up to 10 MWp is currently being planned on the roof of the C3 logistics facility that is being built in Bremen, making this the largest contiguous rooftop installation in Germany. Through additional measures such as an integrated energy concept, we are striving to achieve a Platinum Sustainable Building Certificate from the Deutsche Gesellschaft für Nachhaltiges Bauen - DGNB, as well as "climate-positive" status for the site.

Our company BLG AutoTransport offers transport services for new and used vehicles and in the reporting year operated its own fleet of 187 trucks in Germany. Having already expanded the fleet by 85 new vehicles in 2018 and 2020, we acquired a further 15 in the reporting year. In the meantime, 100 percent of the fleet complies with the EURO 6 standard. In 2021, we succeeded in further reducing BLG AutoTransport's average diesel consumption. At 29.4 liters per 100 kilometers, this was again below the previous year's figure.

We are also constantly working to modernize the forklift fleets we use, increasingly focusing on lithium-ion and high-frequency charging technology. According to the manufacturer, a modern lithium-ion forklift produces around 16 percent lower CO₂ emissions than a compara-

ble lead-acid forklift, from production through to the use phase. At one of our sites, we have also gained experience with the use of hydrogen forklifts.

Specific diesel consumption of own automobile transport fleet (D)
liters/100 kilometers



Operating a state-of-the-art, highly efficient logistics center with green energy generated on site? That is exactly what we are planning for C3 Bremen. At the heart of the project: a new dimension of PV system and a holistic energy concept.

→ reporting.blg-logistics.com/2021/en/sdg7

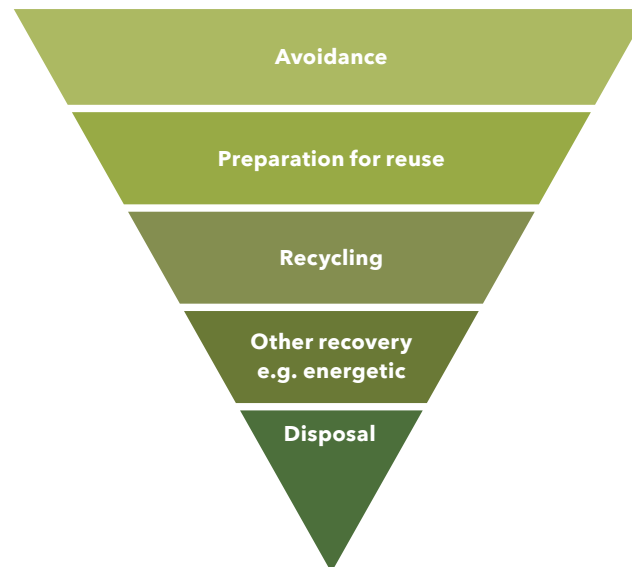
Resource Conservation and Waste Management

The responsible use of resources is an essential part of our environmental responsibility. With green waste management, we aim to reduce negative impacts on the environment.

As part of our environmental responsibility, we place a strong focus on energy consumption and emissions - this is a consequence of the nature of our business as a logistics service provider and the associated impacts of our activities on the environment. Thanks to management systems, ambitious targets and a wide range of effective measures, we are well on the way to achieving our goals in these areas. In the future, we want to be at least as successful in managing our recyclables and waste volumes. To this end, it is important to focus even more strongly on all disposal processes and subject our waste management to a continuous improvement process. This aspiration is also enshrined in our environmental and energy policy and is based, among other things, on the waste hierarchy of the German Closed Substance Cycle Waste Management Act (KrWG). From the point of view of the waste producer and owner, this means in concrete terms: We assume responsibility for the environmentally compatible use of resources and define realistic targets for measures, in particular for the avoidance, reuse and recycling of recyclable materials as well as waste.

In this context, we have also set our sights on reducing waste-related transports. Since 2014, our environmental management system has been certified in accordance with DIN EN ISO 14001 at all German auto terminals and transport centers in our AUTOMOBILE Division as well as at 13 more contract logistics locations. This provides the

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



framework for processes, responsibilities and, not least, the implementation of environmental protection requirements, including those relating to waste management. For 2021, we are reporting for the first time on the topics of resource conservation and waste management and will document our progress here in the coming years.

Targeted capture for more resource conservation

Our sites are responsible for the legally compliant separation, collection and disposal of recyclable materials and waste and to this end work with mostly certified waste management companies that specialize in recycling, energy recovery and waste disposal. In this context, protecting people and the environment has top priority. With waste management that is green and "clean" in the literal sense of the word, we can not only reduce negative impacts on the environment but also lower disposal costs. This also gives us the opportunity to pass on recycled materials to other market players, thus returning them to the materials and economic cycle. To meet the growing demands placed on us by our customers in this context we also need a standardized procedure and corresponding documentation.

A considerable proportion of the waste we generate results from our customers' business activities - for example, when goods are delivered to us packaged and we have to dispose of the packaging accordingly. In some cases, the customer specifies and organizes the disposal channels. We then collect and separate according to their specifications and thus have little influence on waste management.

Where we are responsible ourselves, we now centrally and uniformly record all quantities and types of waste generated. In addition to the regulations of the German Commercial Waste Ordinance (GewAbfV), the basis for this is a management system module which our employees can access at any time and which explains the respective processes and responsibilities.

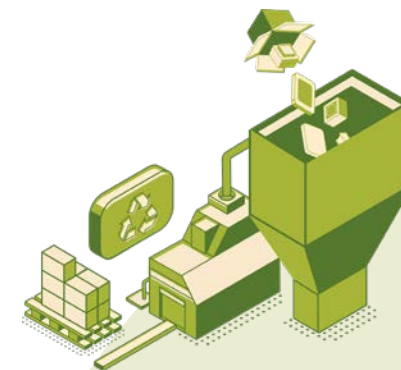
Within the organization, this topic area is the responsibility of the central Safety and Environmental Protection and Sustainability and Digitalization departments, which perform their function in close cooperation and coordination with the sites and with the quality management of our AUTOMOBILE and CONTRACT Divisions. They train their own environmental management coordinators at the sites, for example, who are responsible for capturing the data and are available as contact persons for the employees. Surveys in the reporting year showed that the topic is important to many employees: Their suggestions and wishes regarding sustainability in the company often relate to resource conservation in general or to waste management. Central recording of waste volumes at all German sites rolled out in the reporting year provides us with a basis for the central Sustainability and Digitalization department to prepare consolidated reports in the future. These, in turn, will determine the reporting parameters for this report and for the development of company-wide approaches to resource-saving measures.

Best practices - recycling and reduction

Our objective is to further expand the continuous, company-wide dialog on the topics of resource conservation, waste and recycling and to share successful examples or projects with each other. After all, at many sites we are already proactive. Among other things, we recycle 60 metric tons of styrofoam in Emmerich every year, which reaches us in the form of protective packaging for printing systems that we process for one of our customers as part of so-called "pre-delivery installation". Back in 2019, we already commissioned a styrofoam press, which presses the styrofoam after it has previously been shredded in a mill. This produces "styrofoam briquettes" that can be upcycled and put to a new use. Furthermore, without using the press, around 250 30-cubic-meter dumpsters would be generated for collection each year; thanks to a compaction volume of up to 98 percent, we have been able to reduce this to just three collections a year.

Compaction is also the name of the game at the BLG Industrielogistik Bremen site. During Completely Knocked Down (CKD) assembly for our automotive customer, wood waste in the form of pallets is generated, among other things. Since local conditions mean the waste containers can only be filled from above, the contents are distributed unevenly and large gaps are created - wasting space. A so-called roll packer - a roller lowered into the waste container - is used here to crush the pallets. Before

its introduction, the average weight of a container when collected by the waste disposal company was one metric ton - now it is 3.5 metric tons. This has enabled us to reduce the number of transports from the location to the disposal site by two thirds.



We are constantly rethinking processes to make our business practices more climate-friendly. For example, by upgrading single-use packaging in the USA and bringing it back into circulation, we save 200 metric tons of waste a year.

→ reporting.blg-logistics.com/2021/en/sdg12

SOCIAL

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Our Social Responsibility

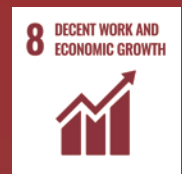
We assume our social responsibility toward various stakeholder groups within numerous areas of activity. In this context, we feel a particularly strong commitment to our employees. Helping them stay healthy and ensuring safe working conditions are our top priorities. During the coronavirus pandemic we were once again acutely reminded of this responsibility. Thanks to rigorous safety concepts and a high degree of flexibility on all sides, we are continuing to master the ensuing challenges together.

It is equally important to us to be able to give our employees opportunities for personal development. We therefore offer our workforce a wide range of options that fit their very different background and qualifications. Motivated employees are given the opportunity to advance up the career ladder with us. At BLG LOGISTICS, we also give people with atypical employment histories access to qualification and training measures, which often lead to them being taken on as employees. In this context, we

see equal opportunities and equal rights not just as empty promises but as a matter of course, and further promote them through a variety of projects.

As part of our social responsibility, we naturally also attach great importance to the supply chain. In this context, our Supplier Code of Conduct came into force during the reporting year, which among other things places a focus on human rights.

We are also keen to make a positive contribution to society by supporting local and global projects and initiatives, often over several years. In addition to our commitment to children and young people, sports and health protection, we are also active in the area of crisis relief.



Fair Working Conditions and Human Rights

Our employees play a vital role in our success. In return, we offer them safe, attractive workplaces with fair pay, and are also increasingly extending this to cover people along the entire supply chain.

Our development and long-term market success both depend crucially on our employees. Their know-how and passion for logistics drive us forward every day. For us it is a matter of course that all employees are treated with equal respect and nobody is subject to discrimination. The collectively agreed wages and salaries that we pay are another important cornerstone for ensuring fair working conditions at all levels. Looking beyond our immediate corporate boundaries, we also consider respect for human rights along the entire supply chain to be an integral aspect of our corporate responsibility.

Employment contracts, wages and salaries

The majority of our employees, at 87.7 percent, have a permanent employment contract. In the reporting year, 90.5 percent of our employees worked full time. Among those who worked part-time, women again made up the largest group with 55.1 percent. In the past, we have only categorized our workforce into women and men, but we are aware that not everybody self-identifies with either of these genders. To date, only a few of our own workforce have identified as diverse. As we are currently talking about a proportion of less than 0.1 percent, we do not yet

explicitly include this group in our statistics. However, in the interests of equal representation, we will continue to monitor this aspect.

Our employees are paid on the basis of the collective agreements applicable in our industry and at the respective locations, or in individual cases at comparable rates. Naturally, the statutory minimum wage applies not only to our own employees, but also to temporary agency workers. They also have the right to freedom of association and collective bargaining. In 2021, the proportion

of our locations integrated in a collective wage agreement system again increased slightly by 0.5 percentage points to 99.2 percent.

We are mindful of our employees' needs, which increasingly makes it incumbent on us as an employer to provide targeted support with reconciling career and family. For example, we generally fulfill employees' wish to work part time and are able to approve around 85 percent of all such applications. For non-tariff employees, we create additional options through flexitime models as well as trust-based working hours. Our central departments hold a permanent certificate from berufundfamilie Service GmbH. The aim of this audit is to implement a sustainable family-conscious human resources policy.

Challenges from the coronavirus pandemic remain

In its second year, the pandemic continued to pose challenge not only for us as a company, but also for our employees. Particularly in areas related to the automotive industry, a high degree of working time flexibility was required, including the implementation of a wide variety of shift models and vacation planning strongly oriented

Employment contract and type

Basis: Germany 10,107 employees (status as of 12/31/2021)

	Total in %	of which male in %	of which female in %
Employment contract			
Permanent	87.7	74.6	25.4
Temporary	12.3	63.6	36.4
Employment type			
Full-time (100%)	90.5	76.2	23.8
Part-time (<100%)	9.5	44.9	55.1

to the operational level. We are aware of the stress this entails and have made efforts to address the issue at specific sites, for example by offering workshops and discussions aimed at promoting stress resilience. Order fluctuations caused by supply chain bottlenecks resulted in us extending the short-time work arrangements introduced last year at the inland terminals and AutoTransport sites in constructive and successful cooperation with the works councils. This enabled us to bridge work stoppages and secure jobs.

Codetermination and one BLG for all

Automation and digitalization are set to bring about far-reaching changes in many logistics processes. We want to exploit the opportunities this presents for our business, while managing the changes it entails in a socially acceptable way. In doing so, we must get our employees on board with us for every step on this challenging journey. For this reason, in February 2020, together with the labor union ver.di, we began discussions in the respective collective bargaining committees on an automation and digitalization collective agreement. Due to the ongoing COVID-19-related restrictions, both parties mutually decided to again suspend the negotiations in the reporting year.

Practiced codetermination is an integral part of our corporate culture. We actively seek a dialog with our employees and attach great importance to respectful communication with each other. Mutual trust is just as essential for this as a strong representation of interests. This takes place at operational level through the works

councils and at Group level by the employee representatives on the Supervisory Board. Exchanges of this nature are both valuable and rewarding for all members of the company. We also practice codetermination on a day-to-day basis on other levels - especially where the focus is on workplace design, the compatibility of career and family or occupational safety.

Equal integration for temporary agency workers

In logistics, fluctuations in the order situation are the rule rather than the exception. For us, this means we are often forced to rely on agency employees as a back-up during order peaks or very short-term contracts. It goes without saying that here we work exclusively with service providers that meet the minimum wage requirements.

As of December 31, 2021, we employed 78.2 percent own staff, 1.3 percent employees from the Central German Seaport Operators (Gesamthafenbetrieb, GHB) and 20.5 percent employees from other personnel service providers. This corresponded to a very slight decrease of 1.1 percentage points for own staff compared to 2020. We make no distinction between these groups with regard to contractually agreed work assignment flexibility. This applies for example to short notice for work assignments, overtime or weekend work. In all of this we of course adhere to the principle of "equal pay for equal work" in line with the requirements of the German Temporary Employment Act (AÜG).

As in previous years, we again took employees from agencies and personnel service providers into perma-

nent employment in the reporting year - for example at BLG Handelslogistik GmbH & Co. KG in Bremen, where 79 temporary staff became "fully-fledged" members of BLG. Of these, 45 are employed in the area of DCN and a further 34 in returns management.

Human rights along the supply chain

Respecting human rights is an integral aspect of our corporate responsibility, both when it comes to working conditions within our own company and in cooperation with suppliers, subcontractors and business partners. In order to anchor this principle more firmly in our systems



We are committed to providing people with disabilities with work that is subject to social insurance contributions, enabling genuinely full and equal participation. One hundred percent integration into the team is a decisive factor for success.

→ reporting.blg-logistics.com/2021/en/sdg8

and processes along the entire supply chain, we have recently revised and updated our internal and external policies and guidelines. Our policy statement on human rights, which was signed by the Board of Management in the reporting year, forms part of this. This underscores our rejection of practices such as child and forced labor just as clearly as our action against any form of discrimination and our support for fair wages, social benefits and a limit on working hours, as well as for the right to freedom of association and collective bargaining. In order to share this understanding with our employees, we have extended our training catalog to include a corresponding training course, which is being offered for the first time in 2022. In addition to providing a general overview of the responsibility for human rights that companies bear and introducing the most important guidelines, the focus is above all on practical integration into day-to-day operations.

We also expect our upstream and downstream partners in the supply chain to adhere without exception to the corresponding human rights standards and communicate this clearly in our Code of Conduct for Suppliers, which came into force on October 1, 2021.

Fluctuation as an indicator

Employee fluctuation is a key indicator for measuring our attractiveness as an employer and how satisfied our employees feel in their job. It is also economically relevant, because recruiting and onboarding new colleagues is time- and cost-intensive and is likely to become even

more so as the labor shortage intensifies. We calculate the fluctuation rate from the number of employees leaving of their own accord compared with the average number of employees over the financial year. In 2021, 400 employees left us at their own request. Compared with the previous year, the rate thus increased quite significantly from 2.1 to 3.9 percent (2019: 3.2 percent). However, it should probably be taken into account here that the decline in the previous year was closely linked to the uncertainty at the outset of the coronavirus pandemic. For now, given the current general labor market situation in which there is a greater readiness for people to switch jobs, we have dropped the target of a maximum fluctuation rate of 2.2 percent that applied until last year. Nevertheless, with a long-term rate well below five percent, we are still in a very healthy range. However, we still conduct exit interviews as a standard procedure in order to find out why employees leave us and to derive impulses for our actions and concrete measures.

Support in all situations

Our company social counseling service is available to our employees and their families at our Bremen and Bremerhaven sites, with 2,752 employees falling within its area of responsibility in the reporting year. The service covers advice and support in a wide range of demanding situations, including personal stress at work, family problems, psychosomatic complaints, acute life crises and dependency disorders. The offering was taken up by 66 of our employees, equating to a rate of 2.4 percent. They were supported in 306 consultations. Other forms of support

available to our employees are subsidies for dental prostheses, homeopathic treatment and hearing aids, as well as rest and respite leave that are funded by an exclusively employer-financed support association, BLG LOGISTICS GROUP e.V.

Training and Education

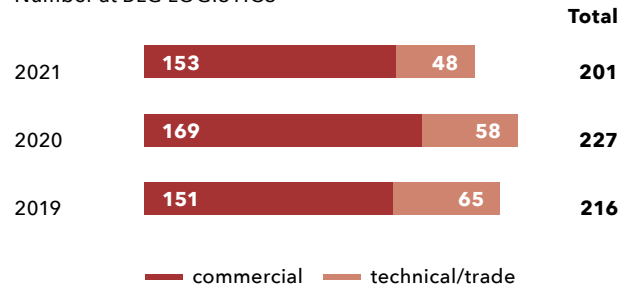
We offer our employees initial and advanced training programs throughout their careers, which we tailor specifically to their qualifications as well as to their personal background and work situation.

Training and education of our employees plays an important role for us. Because it is only by attracting, promoting and retaining qualified skilled employees and young talents that we can ensure our company's long-term success. Our central HR department therefore gives the issue top priority and, together with the Human Resources managers and training managers at the locations, is available to answer questions, make suggestions, and provide advice in conflict situations. Staff can also seek the advice of the works councils in such matters.

Promoting young talent: a win-win situation for all sides

Behind each of our services are dedicated employees who fulfill our high quality promise to our customers every day. Supporting our junior staff during their training, equipping them with the right tools from the get-go and imparting our values to them in the process benefits both them and us in equal measure. To this end, we offer 14 different apprenticeships, for example as a mechatronics engineer, professional driver or industrial clerk, as well as two dual Bachelor's degree courses in Logistics and Information Science at the Bremen location leading to a permanent position. www.blg-logistics.com/en/career

Trainees
Number at BLG LOGISTICS



In the reporting year, we filled 62 new apprenticeship places, bringing the total number of trainees across the company to 201 - 48 in technical/trade and 153 in commercial professions, which also includes qualification as a warehouse logistics specialist. In line with our company guarantee, we made all of this year's qualified graduates an offer of employment, thus transferring 73 percent of our junior staff at the Bremen location to permanent employment contracts.

In addition, we again specifically supported 19 employees in preparing for their Chamber of Industry and Commerce (IHK) examination and in qualifying retrospectively as warehouse logistics specialists. As in previous years, the 12-week full-time course was sponsored by the Labor

Agency and proved to be a more than viable investment. All of the candidates successfully passed the exam and many were able to obtain their first formal vocational qualification. We intend to build on this success in the subsequent year by offering a course for an additional 22 employees. In response to the shortage of skilled workers, which is particularly acute in the IT sector, our HR Marketing department and the central IT department jointly launched a pilot project in the area of active sourcing. This was met with great success, so the offer was extended to all BLG functions.

Unlocking opportunities in logistics

In cooperation with the maritimes kompetenzentrum (ma-co) center of excellence and the Bremen youth employment agency, we again launched a "Hanse Logistics Specialist" course at the end of 2021 with the aim of opening up vocational opportunities for the long-term unemployed in the field of logistics. Funded by continuing education vouchers, the 15 participants receive training consisting of 50 days of theoretical instruction and a 50-day practical assignment at our Bremen logistics center. Participants with a language barrier were also offered a two-week language course first. Candidates who complete the course successfully are offered a job within the company. As a general principle, in this we follow our "character comes before skills" ethos. Because

we believe you don't necessarily have to have a prior qualification to fit into our team. We support people with diverse backgrounds and in very different life situations.

Continuous and flexible skills development

The continuous investment in the development of our employees throughout their careers is as beneficial to them personally as it is to us as a company. In the reporting year, we conducted 3,696 centrally organized training days. Taking into account that there was a one-time effect in the previous year due to a duplicate exam preparation course, we were thus once again able to increase the amount of training time. In particular, we further expanded the digital learning offering in terms of content and

media. At the end of the year, the established Tutorize learning management system had already registered 1,425 users and 1,700 successfully completed learning units, which were developed by the HR Development department in collaboration with subject matter experts. In 2022, we also plan to expand our e-learning for the onboarding of management staff.

In the "DigiportSkill2025" project, which was launched back in 2020 and is funded by the European Social Fund, we continue to commit to the digitalization of continuing education in the German seaport industry. However, digitalization not only changes the formats of continuing education, but also influences its content, with the result that many job profiles, including those of port workers, will have to be redefined in the future. As a contribution to actively shaping change, the "PortSkill 4.0" project was launched in December 2021 as part of the Innovative Port Technologies II (IHATEC II) development program, which aims to scientifically underpin and subsequently train the qualifications and skills port employees of the future will need in an education hub. In addition to BLG LOGISTICS, ver.di, the Central Association of German Seaport Operators (ZDS) and Hamburger Hafen und Logistik AG (HHLA) are also involved in the project, which is funded by the Federal Ministry of Digital Affairs and Transport and led by ma-co maritimes kompetenzentrum.

Management trainees from our own ranks

Through our Junior Management Program (JMP), we recruit qualified employees from our own ranks and train them up to assume responsible roles at management level. We also offer this opportunity to external candidates. The 24-month trainee program includes various

workshops on leadership, communication and conflict resolution. Since it was launched several years ago, a total of 169 managers have successfully completed the program, and 42 of them now occupy a tier 3 management position or higher. Another eight junior managers are currently enrolled in the program.

Our competence model created in 2020 serves as a reference benchmark for operational managers and is used as an important basis for evaluation in employee appraisals or the Assessment Center. Based on this model, the coordinator qualification program was launched at BLG Industrielogistik in Bremen in the fall, for which 48 employees were selected. Further programs for the various management levels will begin in 2022. We also continued our "TAKE THE LEAD" management training courses in the reporting year, parts of which were available for the first time in an e-learning format, allowing them to be flexibly integrated into daily work routines. In addition to the basic modules and the Change Management leadership workshop, two further leadership workshops are to be digitalized next year. As many as 1,300 managers have already participated in the format, 680 of them on-demand this year, also including technical managers for the first time.

Feedback as an important development tool

We hold annual employee appraisals in which individual performance is discussed according to defined criteria. This is supplemented by assessments of potential, on the basis of which we draw up tailor-made professional development plans in line with employees' qualifications. As in the previous year, 43 percent of our employees underwent such a feedback process.



We provide training and education with a focus on people and their individual needs. For people in particular life situations, for example, we offer cooperative training in our company, which is accompanied by special pedagogical support.

→ reporting.blg-logistics.com/2021/en/sdg4

Occupational Health and Safety Management

We take responsibility for providing a safe working environment with a focus on accident prevention. Prevention also means we support our employees in staying healthy.

The people who work for and with us play a decisive role in our shared day-to-day success. They give our expertise a face, contribute their ideas and collectively fill our values with life. Ensuring they stay safe and healthy is therefore our top priority. We fulfill this responsibility primarily by focusing on prevention - both when it comes to avoiding accidents at the workplace and ensuring that our employees stay fit and healthy. In its second year, the coronavirus pandemic continued to present us with unique challenges, which we are meeting with combined forces.

Systems and responsibilities as benchmarks

At Board of Management level, our Labor Relations Director is responsible for occupational health and safety. Our employees can address their questions and concerns to various points of contact within the company: the HR department, the central company health management system, the social counseling service and the representative body for persons with disabilities. In addition, a company physician is deployed by intercompany services at each of our locations, who is qualified pursuant to the legal requirements and is made known to all employees.

In a company like ours, occupational safety is of central importance. The central Safety and Environment department (PSU) provides valuable support here with regular facility inspections, assessing workplaces and processes from the perspective of prevention, and appropriate training. Its staff have the requisite qualifications in line with statutory guidelines. Feedback from our employees is crucial to this, because they are on the job every day, performing the activities and implementing the processes. That's why we not only involve them in risk assessments, but also encourage them to actively share concerns and suggestions regarding occupational safety with us - anonymously via an external ombudsman if they wish. It is just as important that we regularly and comprehensively inform our employees about occupational safety measures and any changes. To this end, in addition to meetings at operational level, we are increasingly making use of our employee app.

To address this issue across the board and operationalize it even more strongly, we formulated an occupational health and safety policy in the reporting year, which is supplemented by concrete guidelines on numerous related aspects. After being signed off by the Board of Management, it came into force on January 1, 2022. The sites

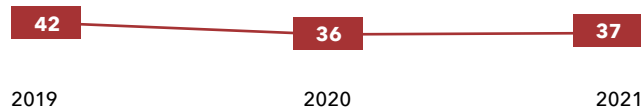
can also consult process descriptions as required. After certification of the BLG LOGISTICS GROUP with its central PSU department and our company BLG Cargo Logistics in accordance with the ISO 45001 occupational health and safety management system and successful completion of a surveillance audit in 2021, Kelheim is now the third location to undergo the certification process. This ensures that safety- and health-related aspects are even more firmly anchored in our processes, whereby occupational safety standards defined for all German BLG locations in the reporting year will make it even easier for us in the future to transfer our existing systems to certification. This will allow us to extend the process to other locations as well.

Tested processes and knowledge transfer ensure safety

Logistics is characterized by physically demanding manual work, and this is particularly true of activities in the port and in warehouses. Wherever, as here, there are interfaces between people and machines, special safety precautions must also be taken. Hazard assessments and regular effectiveness checks are therefore cornerstones of an effective occupational safety system. The hazard assessments are used to derive concrete operating in-

structions and induction guidelines that provide orientation for our employees in their daily work. Each location also has its own Occupational Safety Committee, which is responsible for implementing newly adopted measures on site. Each site also has an alarm and hazard prevention plan, which includes procedures in the event of an accident or fire and instructions for first aid.

Reportable work accidents
Number per 1,000 employees



The My Ticket software is currently used to record and analyze accidents at work or during commutes. Across all German BLG companies in 2021, there were 385 work accidents requiring reporting, i.e. leading to sick leave of more than three days. This is a minimal increase over the previous year, for which we were unable to identify a universal cause despite a thorough review of each individual case. Accordingly, the 1,000-man rate - the number of reportable work accidents per thousand employees - also increased from 36 to 37. The Lost Time Injury Frequency Rate (LTIFR), which measures the frequency of injuries at the workplace, was 35 per 1,000,000 working hours and thus likewise slightly above the previous year's figure. All accidents that result in at least one day's absence from work are counted. In addition to our own

employees, our accident statistics include those who are employed by and work for us through personnel service providers. They are trained, instructed and kitted out with personal protective equipment in the same way as our own employees. The safety regulations are also communicated to guests, suppliers and other persons who have cause to visit our locations. Through comprehensive training on various topics including fire prevention or dangerous goods handling, we continue to create the prerequisites for our employees to be able to move safely at their workplace and in the surrounding environment at all times. The training is generally provided by external instructors, for example from the Berufsgenossenschaft Handel und Warenlogistik (German Social Accident Insurance Institution for the trade and logistics industry); depending on the topic concerned supported by our central PSU department.

In the reporting year, we introduced new software to map our hazardous substances register, which provides us with a filterable and sortable overview of all hazardous substances. This is used to manage important detailed information as well as provide hazard assessments and operating instructions. This ensures legal compliance.

Protection measures during the pandemic

In the second year of the pandemic, despite the restrictions that remain, many things for us and our employees have meanwhile become routine. Our safety concepts, which range from physical protection measures to route concepts and staggered working hours, have proven effective or have been further optimized. This is all the

more important as the nature of many of our activities means that we are not able to offer our employees the possibility of working from home on a broad scale. Wherever conditions allow, we continue to rely on flexible solutions, digital meetings and mobile working in accordance with statutory regulations. Since the spring, a works agreement has also governed the framework conditions under which mobile working is permitted. In the administrative departments, more than half of the employees regularly make use of this option. In the reporting year, our central crisis committee again kept a daily eye on the situation and initiated measures whenever necessary in compliance with the relevant national regulations. In addition, keeping our employees regularly informed remains an important lever for prevention. For example, manuals and leaflets were distributed at the sites covering topics such as testing, proper hand washing, use of public transportation, elevators and cafeterias, as well as contact tracing. The wearing of face masks is still mandatory in all operational areas, and in accordance with legal requirements we are continuing to enforce the 3G rule (vaccinated, recovered or tested) at the workplace - for as long as is necessary - with the help of access controls and our own testing strategy. Thanks to all these measures and a concerted effort on the part of all concerned, we have succeeded in keeping the virus at bay despite isolated infections.

We are particularly pleased that we have been able to offer our employees vaccinations against the coronavirus since mid-2021, thus contributing to their safety and to the nationwide vaccination campaign. Initially,

employees at the Bremen and Bremerhaven sites were able to make appointments for their first and second vaccinations in the summer and fall at the vaccination centers there. This offer will be extended again in 2022: Together with other companies in the port industry and the AMD Hanse occupational health service, we have set up our own vaccination clinics in Bremen, Bremerhaven and Hamburg. Here, in addition to the administration of first and second doses, employees can get their additional booster jabs. The offer is available to all employees free of charge and without long waiting times. Vaccination campaigns were also conducted at other German sites such as Emmerich and Geiselwind in the reporting year.

Fit and healthy through exercise

We are committed to helping our employees stay fit and healthy over the long term. To this end, following an enforced interruption due to COVID-19, we again held health days at our sites in the reporting year, for example on the important topic of diabetes. The popularity of our “Fit & Fun” preventive health program remains high among our employees. Since spring 2020, employees have also been able to follow a safe home training regime using the qualitrain app. Take-up of this offer was so good that we decided to retain it in the reporting year. The number of partner sports studios continues to grow steadily - so in addition to yoga studios, they now also include bouldering halls, swimming pools and saunas. In the final quarter of 2021, 1,270 employees participated and took steps to stay healthy.

Ergonomic workplace design, for example with height-adjustable desks and work tables, also contributes to prevention. The use of lifting and carrying aids such as exoskeletons has not yet proved viable in our operational areas. In 2022, we will therefore launch the new Mexot project for intelligent work ergonomics.

Reintegration for a good return to work

We want to maintain our employees' capacity for work and therefore support those who have been absent from work for more than six weeks within a 12-month period through our company reintegration management system. In close dialog with them, we design concepts to ease them back into work, for example gradually or accompanied by medical and occupational rehabilitation programs. Sick-leave talks are intended to provide us with information on whether and to what extent the workplace impacts on employees' health and what we can do to mitigate this. With these instruments, we aim to promote the long-term health of our employees, thereby reducing absenteeism due to sickness. The work incapacity rate in 2021 increased again slightly on the previous year by 0.24 percent points to 8.99 percent. The rate of continued pay during sick leave fell minimally from 6.28 to 6.25 percent.

Our company social counseling service offers professional support to employees, including managers and officers, with personal issues or questions relating to their professional role. In the year under review, 2.4 percent of employees in our area of responsibility took advantage of this service.



We see it as our central responsibility to make a positive contribution to the health of our employees. Just one of many measures: Our health day on the topic of diabetes with sound educational and screening offers.

→ reporting.blg-logistics.com/2021/en/sdg3

Diversity and Equal Opportunities

Recognition, appreciation, and consideration of differences are important pillars of our corporate culture. We value diversity and offer them equal opportunities on all levels.

We are proud of the fact that we employ people from more than 60 nations. They each bring different backgrounds, experiences and skills to the table, as well as new perspectives on existing processes. We therefore understand diversity as a strength that we are keen to actively promote. It is important to us that each and every employee, regardless of age, gender, origin, sexual orientation or skills, is equally valued and given the same opportunities to grow in our company. We focus development on individual strengths and potential. Because we work with the people behind the job titles.

Age structure and gender distribution according to employee category


Basis: Germany 10,107 employees (status as of 12/31/2021)

	Shares in age groups in %	of which male in %	of which female in %
White collar employees			
< 30 years	19	60	40
30-50 years	52	59	41
> 50 years	29	65	35
Blue-collar workers			
< 30 years	11	71	29
30-50 years	51	78	22
> 50 years	38	76	24

An open corporate culture for a strong team spirit

The management and strategic development of diversity within BLG LOGISTICS is a central task of our Human Resources department. Our HR colleagues are available to advise both the Board of Management and the workforce on issues relating to diversity. In addition, once a year they prepare a diversity management scorecard for the Board of Management and Supervisory Board.

The basis for all activities in this area is our in-house diversity concept, which covers the entire workforce without exception and sets the tone for our corporate and leadership culture. This constitutes the key success factor in our day-to-day interactions and is based on our Code of Conduct, various in-house agreements and our commitment to the Charter of Diversity. The latter comprises a number of principles that German companies are committed to adhering to in terms of promoting diversity at the workplace, and which BLG signed back in 2016.

 www.charta-der-vielfalt.de/en

As an integral part of our corporate values and management principles, it is our aim to carry the diversity concept across all levels and use it as a basis for our decisions, for example on recruiting and training measures. The success of this approach is demonstrated by our "Leader in

Diversity 2022" award, conferred by the Financial Times and Statista. The award was based on a Europe-wide study that asked around 100,000 employees and HR specialists to rate and assess important diversity criteria and subsequently rated companies by calculating a final score.

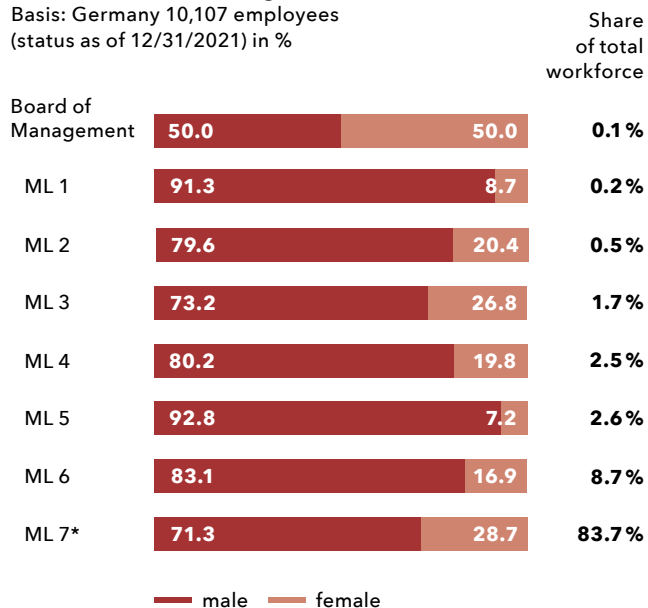
Since 2016, we have also been a member of the awards association Trägergemeinschaft Bremer Diversity Preis. In this role, we help develop the underlying approaches, strategies and activities behind the award and advocate diversity beyond our corporate boundaries. We are jointly responsible for the conceptual and financial aspects of the award. In 2017, we were an award winner ourselves.

Integration through individual support

In our understanding, integration is always individual and tailored according to needs. With this in mind, we also gear the necessary support to the different circumstances of the respective target groups. Part-time training models that give young parents or people caring for their relatives the flexibility they need to combine work and professional life are just one example of this. In addition, we offer employees who are not so proficient in German in-house language courses to give them the basic skills they need to do their job and to communicate with their

Quota of women in management levels (ML)

Basis: Germany 10,107 employees
(status as of 12/31/2021) in %



*ML 7 encompasses all employees without management responsibilities; ML 1-5 disciplinary management, ML 6 technical management

superiors and colleagues right from the start. To recruit new talent for our team and at the same time give young people long-term career prospects, we support young adults and refugees in gaining access to the labor market by offering them internships, entry-level qualifications and apprenticeships, for example through our “Training through Work” program.

Increasing the proportion of women in management positions

Women are still underrepresented in the logistics industry. We want to change this by actively championing more women both in day-to-day operations and in management positions. Our initiatives and development programs are therefore aimed specifically at all genders. These start with vocational training and continue with a management trainee program for university graduates. The aim behind this is to enable our female employees to gain management experience at an early stage so that they can take up appropriate management positions in the short term.

Our top management is setting a good example: With Ulrike Riedel, Christine Hein and Andrea Eck, three strong women have served on our six-member Board of Management since 2020. This puts BLG AG in the top group of listed companies in Germany in terms of the proportion of women in senior management and supervisory board positions. This not only sends a strong signal to the outside world, but above all sets the benchmark within the company by showing female employees what they can achieve. The proportion of women in the overall workforce is 26.7 percent, a further slight increase on the previous year. We were also able to slightly increase the proportion of women on tier 0 to 3 management levels (ML) to 24.3 percent. However, again this year we were unable to achieve equal distribution within the different levels. With respect to the composition of our Supervisory Board, we comply with the statutory regulations regarding the gender quota, which must be met separately

for the shareholder representatives and the employee representatives.

In the reporting year, we were able to launch a new round of the Women in Management program founded in 2017 as part of our equal opportunities qualification drive, which will continue until June 2022. The program uses a modular seminar structure to impart theoretical and practical knowledge in the areas of personality-specific leadership, personality development and self-marketing, and enables interested participants to take part in a tandem exchange with an experienced manager. After 16 women completed the program in the first cohort, 12 new participants started in the reporting year.



As part of our Women in Management program, we harness the potential of female managers with the help of various seminars and enable them to work with experienced managers as tandem partners.

→ reporting.blg-logistics.com/2021/en/sdg5

Social Commitment

We do our part to create a strong society: whether in the fields of social welfare, sport or health care, through financial aid or active project work. We provide assistance wherever support is needed.

Our commitment to a strong society is firmly anchored in our sustainability strategy. For us and our employees, it is therefore only logical to contribute our expertise and individual skills in various projects and initiatives - both on our own doorstep and beyond national borders.

Preventive disaster management in the Caribbean

We have been supporting the UN World Food Programme (WFP), the world's largest humanitarian organization, since 2012. In addition to combating global hunger, its goal is to equip countries that are particularly hard hit by natural disasters to cope with emergencies by putting preventive protective measures in place. This also applies in the Caribbean, where hurricanes occur with particular frequency, mostly in the west of the region, and their destructive force can result in severe humanitarian emergencies. Since local logistics capacity on the ground plays a key role in the event of a crisis, the WFP conducted a preventive assessment of the infrastructure. Logistics experts, including Ferdinand Möhring, Head of Transport Policy and Executive Affairs at BLG, inspected ports and roads to determine their crisis readiness. The data collected was collated and used to derive measures to optimize preparation for the 2022 hurricane season.



Outfitting pier in the harbor of Port of Spain, the capital of Trinidad

Help for the victims of the flood disaster

When they saw the devastating images of the flood disaster in Germany in mid-June 2021, it was immediately clear to two of our employees that they wanted to help. So, without further ado, they set up a fundraising campaign in which many different people and companies participated. The willingness to help was so great that

instead of the originally planned three Sprinters our two colleagues were able to load a 20-foot container with relief supplies and set off in the direction of Ahrweiler in Rhineland Palatinate. The Rhein-Waal-Terminal in Emmerich provided the container, which we supplemented by a truck with container chassis.

Giving children joy

Children cannot be taught early enough about climate change, its causes and necessary protective measures. It is therefore all the more important to make this topic an active experience - as in the Klimahaus Bremerhaven, to which we gave 1,000 children free admission. In addition to the informative discoveries on site, the initiative was also a great opportunity for the elementary school students to share experiences with the whole class again after long coronavirus restrictions.

Since no child should go empty-handed at Christmas, participation in the "Schenk ein Lächeln" ("Gift a Smile") campaign organized by the charity Bremer Tafel e.V. has become part of our company's in-house Christmas tradition. Our junior management staff as always took care of the organization and coordination and this Christmas numerous employees from our Bremen locations and beyond once again collected toys, books and clothing in good condition and lovingly wrapped them to give away to children from families in need. A real BLG Santa Claus ensured there was a Christmas atmosphere during the gift giving and put a smile on the faces of numerous children.

Promoting personal volunteering

From refugee and integration assistance to working as a press spokesman for a baseball club to being an emergency worker in civil defense and disaster relief. We are proud of the diversity of our employees' volunteering



"Gift a Smile" campaign

activities and the commitment they bring to them. As an employer, we want to encourage the pursuit of individual projects of the heart as much as possible and try to allow the flexibility that is often needed for this. For example, if the job of an emergency volunteer requires fast response times, we try to create the appropriate structures and processes in the team to release the employee at short notice if necessary. Our logistics center in Offenburg has been recognized by the state of Baden-Württemberg as a "volunteer-friendly employer in civil protection".



Recognition as "volunteer-friendly employer"

Shared sporting activities during the pandemic

For several years now, we have pitched in to help organize the Office for People with Disabilities' sports festival. As it was held virtually rather than in the stadium due to the ongoing coronavirus pandemic, our support in the reporting year was of a financial nature. The alternative program Behindertensport@home was highly relevant during this challenging time: Even without a large group and via a camera, it succeeded in transporting the fun of sports and the sense of community to the participants' homes.

ECONOMIC

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Our Economic Responsibility

Sustained economic success is crucial to the continued existence of our company and at the same time it determines our scope to act in an environmentally and socially sustainable manner. That is because economic independence gives us the leeway to make major investments in climate protection measures, convert temporary employment contracts into permanent ones or provide financial support for social projects.

Digital transformation is an important strategic priority for us as it enables us to remain fit for the future for our customers, take an agile approach to changes and further strengthen our market position. We apply digitalization strategies to optimize our processes and focus on new technologies such as artificial intelligence, the IoT (networking of machines) and driverless transport systems. This enables us to enhance our efficiency as well as create new innovative space for climate-friendly solutions that will allow us to actively shape the logistics of tomorrow.

Furthermore, only if we are economically robust can we offer our employees secure jobs, good pay and room to grow. We want to create sustainable value for our employees as well as our other stakeholders. For us, this is not only part of the responsibility we bear as a company, but also our key driving force.

Our compliance system provides the framework for this and increasingly involves the entire supply chain. This encompasses strict adherence to regulations and laws as well as our own ethical principles.



Compliance

Compliance is an important basis for our business activities.
We apply our ethical standards along the entire supply chain.

Applicable laws and guidelines as well as our own ethical principles are the yardstick that we as a company apply to all our day-to-day activities and business decisions. This unwavering benchmark makes us a partner that our employees, customers, business partners and shareholders can rely on at all times. We are aware that contravening applicable laws can cause serious and long-term damage to the company. That is why we have established a compliance management system that reliably safeguards against risk factors such as bribery and corruption, giving or accepting of undue advantage, embezzlement and agreements that violate the rules of fair competition. Our compliance management system is designed to prevent these risks while educating and bringing the entire organization on board.

The basic framework: our compliance management system

Responsibility for compliance matters lies with the central Legal, Compliance & Insurance department. The head of this department reports directly to the Chief Compliance Officer, our CEO. The overall concept was recently reviewed with the aim of creating an integrated compliance management system. As part of this realignment we revised numerous guidelines, imposed stricter require-

ments on our suppliers and redefined underlying processes. Now as before, we do not tolerate any form of corruption, do not permit discrimination and give top priority to occupational health and safety. We utilize resources responsibly and regard fair competition as an indispensable prerequisite for a free market.

Organization: our regulatory, monitoring, and reporting systems

The compliance officer appointed by the Board of Management is responsible for the ongoing development of our compliance strategy, including a regular review of the system's effectiveness. Both are done in close consultation with the Chief Compliance Officer, to whom regular reports are made. Once a year, the Supervisory Board is also informed about all compliance-related issues, processes and incidents. In day-to-day operations, the compliance officer is the first neutral point of contact for our employees. They receive tip-offs, answer questions and offer advice in the event of legal violations. As a second point of contact, an externally appointed ombudsman also offers employees as well as third parties the possibility of anonymously reporting compliance violations. In addition, our Internal Audit department regularly checks for possible compliance violations.

Our Board of Management and senior executives have a responsibility to lead by example and are tasked with ensuring that the employees they supervise are informed about compliance-related rules and observe them. In turn, each and every individual at BLG, regardless of position, is obligated to point out grievances or suspected violations of the law. It is therefore all the more important to make employees aware of the inherent risks of corruption and to address the issue openly. This is also why the dual control principle is mandatory for all relevant business processes - for their own protection as well as that of the company.

Our principle

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

Our Code of Conduct and Compliance Policy are key elements of our compliance management system. Like all internal guidelines, these apply to all companies in

which we have a direct or indirect shareholding of more than 50 percent or in which BLG LOGISTICS is responsible for management. They are binding for all internal and external employees and consultants acting for us. Companies that are subject to foreign law must apply the guidelines in accordance with that law.

All employees received a copy of our Code of Conduct when it was introduced. New employees receive it in their welcome pack; temporary workers are made aware of it during their onboarding. Like the Anti-Corruption Policy and the Compliance Policy, the Code of Conduct is also accessible on the intranet. The internet also contains information on our compliance system, the Code of Conduct and relevant contact persons. At the international locations, the policies are available in English.

Raising awareness and imparting knowledge

Compliance concerns us all and can only be ensured if we all work together. It is particularly important not only to sensitize our decision-makers and managers to the relevant issues, but also to keep them up to date on an ongoing basis. Mandatory training courses are therefore held for the Board of Management, employees on management levels 1-3 as well as all employees in Purchasing and Sales. Regular training courses on compliance, antitrust and competition law were also held in the reporting year. To date, our goal has been to ensure that at least 95 percent of the relevant employees from each of the management levels 1-3 are trained within a three-year cycle. At 89.3 percent, the figure for the reporting year is once again somewhat short of this mark. The reason for this lies

in ongoing restrictions related to the coronavirus pandemic, and the fact that some of the employees to be trained are on parental leave or have left the company in the meantime.

We are currently updating, expanding and broadening our training system in this area: In the future, it will be possible to complete compliance training courses regardless of location and time using the e-learning tool Tutorize, and each completed course will also be documented by the system. Training for the aforementioned groups will continue to be mandatory, but at the same time will take place at more frequent yearly intervals. In addition, managers below the above-mentioned levels will also receive appropriate training. In order to reach as many employees as possible, we are in parallel strengthening our compliance communications to ensure that everyone is aware of the relevant topics throughout the year.

Responsibility along the entire supply chain

Our General Terms and Conditions of Contract and Purchase also give consideration to compliance. We require our suppliers and service providers along the entire supply chain to comply with the applicable regulations as well as our Supplier Code of Conduct. This essentially encompasses the protection of international human rights, the right to collective bargaining, the abolition of forced labor and child labor, the elimination of discrimination in hiring and employment practices, responsibility for the environment and the prevention of corruption.

www.blg-logistics.com/en/general-terms-and-conditions

Focus on information security

Information technology now permeates all our processes, and our business relies on secure systems that are functional at all times. Our customers, suppliers and employees also trust in this. We are therefore constantly working to embed IT security in our projects, in our day-to-day business and in the mindset of the entire organization. We ensure a uniformly high level of security with the help of measures based on the recommendations of the German Federal Office for Information Security (BSI). Our corresponding management system is oriented toward international standards such as ISO 27001 and ISO 27002.



We are committed to respecting human rights – both within our own company and along the supply chain. We communicate this position clearly, internally as well as externally.

→ reporting.blg-logistics.com/2021/en/sdg16

We also have the maturity and effectiveness of our measures reviewed externally on a regular basis. In the process, we not only look at our IT systems, but also attach great importance to securing our operational technologies. Our IT Security Policy provides the framework for all aspects relevant in this context. This applies to BLG LOGISTICS including all subsidiaries in which we hold at least 50 percent of the shares, as well as to minority interests that utilize our IT systems, and is also binding for contractual partners and suppliers subject to deviating regulations. When working with service providers, we ensure compliance with all relevant certifications such as ISO 20000 for secure IT operations, ISO 27001 for the information security management system, and ISO 22301 for IT emergency management, and review these regularly.

Due to the increasing threat posed by cyberattacks, we not only constantly review all existing organizational and technical measures to secure our IT environment, but also implement new ones on an ongoing basis to ensure that installed systems always stay leading edge. This not only safeguards the company's ability to function, but also meets the requirements of our customers.

Overall responsibility for all matters relating to IT security lies with the IT security officer, who reports to the head of IT Services. The tasks of the IT security officer include the operation and continuous development of the IT security organization, issuing advice on IT security issues, in-depth risk analysis, the implementation of awareness-raising and training measures, and emergency pre-

paredness. They are also a point of contact for our employees to anonymously report security incidents or suspicious circumstances. They must be involved in all IT security-relevant processes Group-wide.

Data protection as a central task

The central Legal, Compliance & Insurance department is responsible for matters relating to data protection. Our internal guidelines among other things take the requirements of the GDPR into account when it comes to processing personal data. Regular and systematic on-site checks serve to monitor compliance with coordinated processes and identify possible deviations as well as optimization potential. This ensures a uniformly high level of data protection implementation across the organization. Despite the continuing difficult conditions caused by the pandemic, we were able to conduct eight checks in the reporting year via online conferences and with the support of officers on site. We also use these checks to train employees at the locations on topics relevant to data privacy. Our recently launched e-learning offering via our learning platform is playing an increasingly important role here - particularly under pandemic conditions, but also with a view to the future. From now on, all commercial employees will receive annual refresher training on data privacy via a corresponding module. The first step was taken by employees in the central departments - after the first few days, almost 50 percent of users had already successfully completed the Data Protection foundation course. The next step will be to extend the program to all companies and locations. We also take advantage of events such as the European Data Protection Day to raise

awareness of this important topic among everyone at BLG LOGISTICS. In the event of questions or suspected privacy breaches, our external data protection officer can be contacted at any time and also accepts reports of suspected data privacy violations anonymously. Their contact details are publicly available on our website.

Processes are documented using a centrally managed tool that maps numerous interfaces with IT and Information Security. We thus achieve a level of documentation that allows us to respond quickly and reliably even to very short-term incidents or inquiries from supervisory authorities.

Economic Value Creation

We prioritize strategic and sustainable growth. This helps us meet the responsibility we have as a major employer at many locations.

As a logistics provider, we offer a wide range of services at central interfaces between producers, retailers and consumers. This includes production supply and goods distribution as well as vehicle transport by road, rail and water. The demands on logistics are changing at an ever-increasing pace. The main drivers are ongoing globalization, ever shorter product life cycles, rapidly advancing urbanization in many parts of the world and, not least, new technologies. We face challenges in particular from the unrelenting pressure on margins and the shortage of skilled and junior staff, which is closely linked to demographic developments. Other factors include the further marked increase in the relevance of e-commerce as a result of the pandemic, growing customer expectations regarding speed, flexibility and quality of delivery, and greater environmental awareness on the part of customers. The future development of the coronavirus pandemic remains a risk that has to be factored in. The war in Ukraine, which we are following with great concern, will also have far-reaching effects, although it is too soon to quantify these at present. We again expect supply chains to be disrupted, resulting in production losses for our customers, and energy prices to remain extremely high. In addition, it is to be assumed that we will have to suspend our operations in both countries temporarily or in the longer term, or that the basis for doing business will

cease altogether. On this basis and given the current highly dynamic situation, it is virtually impossible to make any concrete forecasts.

Financial management

As part of BLG LOGISTICS' mission and vision and the sharpening of our strategic guidelines, we designed the management system to be as clear and transparent as possible. The key performance indicators on which internal reporting and remuneration systems below the level of the Board of Management are based are revenue, earnings before taxes (EBT) and the EBT margin derived from both of these. By resolution of the Annual General Meeting on June 2, 2021, a new remuneration system for the Board of Management was introduced with retroactive effect from January 1, 2021, which includes both financial and non-financial target indicators: Earnings before interest and taxes (EBIT), return on capital employed (RoCE), CO₂ emissions, the trainee ratio and the 1,000-employee rate based on work-related accidents. We plan to apply these key performance indicators to other levels throughout the Group in the future. For more information, see the Financial Report on ► page 47.

Despite adverse market conditions and the continued negative repercussions of the coronavirus pandemic on

the global economy, we were able to substantially improve our results in the 2021 financial year and thus impressively achieve our original forecast. Following the marked upturn in the economy and global trade, as well as private consumption, that initially set in during the spring and summer, the recovery lost momentum again from the third quarter onwards due to increasing infection rates - also caused by the new Omicron variant. At the same time, supply bottlenecks, particularly for intermediate goods in the automotive industry, eased again somewhat toward the end of the year, while inflationary pressure increased. This was compounded by significantly higher prices for crude oil and energy. On the other hand, the CONTAINER Division benefited from catch-up effects from the coronavirus pandemic and significantly increased container throughput. In particular, the temporary much higher income from storage fees resulting from turbulence in the global supply chains had a positive impact on earnings. The increased diversification of our business in recent years continues to give us a high degree of stability.

		2021	2020
Revenue	EUR million	1,050.4	1,065.2
EBT	EUR million	52.2	-116.1
EBT margin	in %	5.0	-10.9

Group revenue declined slightly year on year by EUR 14.8 million to EUR 1,050.4 million, a decrease of around 1.4 percent. By contrast, EBT increased markedly by EUR 168.3 million to EUR 52.2 million. Correspondingly, the EBT margin was 5.0 percent, which is not only significantly higher than the previous year's figure of -10.9 percent, but also higher than in the pre-COVID year 2019 (3.2 percent). The financial management of BLG LOGISTICS is detailed in depth in our Financial Report 2021. Although we currently expect 2022 to be characterized by challenging conditions and imponderables due to the war in Ukraine as well as the ongoing coronavirus pandemic, we are nevertheless working intensively to

constantly improve BLG LOGISTICS' overall financial situation and, despite these uncertain times, believe we are well positioned for the future.

Value creation calculation

The information about economic value creation and distribution reveals how we generated and used our assets for our stakeholders. Net value creation is used as an indicator of the added value of our business operations for the economy as a whole. This is calculated as the gross operating revenue less expenses, depreciation and amortization (excluding personnel expenses). In the reporting year, it totaled EUR 569.4 million. The largest portion of the value added, at EUR 479.3 million, was used to cover costs for the employees of BLG LOGISTICS. These include not only wages and salaries, but also other expenses such as statutory social security and pension contributions. Personnel costs increased quite significantly by EUR 23.8 million compared with the previous year, which, in addition to other factors, was mainly attributable to takeovers and the hiring of new employees.

Value creation calculation for BLG LOGISTICS 2021

Financial year 2021	EUR million	in %
Revenue	1,050.4	
Other income	125.0	
Gross operating revenue	1,175.4	
Cost of materials	423.8	
Depreciation and amortization expense, impairment losses	80.8	
Other expenses	101.4	
Total advance payments	606.0	
Value creation	569.4	100
Utilization		
Employees	479.3	84
Public authorities	23.5	4
Lenders	16.0	3
Shareholders	50.6	9
Total	569.4	100

In addition to personnel expenses, the value added generates a return for the capital providers. Of this, an amount of EUR 8.8 million was attributable to distributions and dividends to the main shareholder of BLG LOGISTICS, the Free Hanseatic City of Bremen (municipality).

In addition, profit distributions were made to the partners of fully consolidated joint ventures and the shareholders of BLG AG, as well as interest payments for bank loans. Payments to the public purse consisted mainly of taxes and ground rent.



By virtue of our company's size, we are an important driver of the economy at many locations. We are very conscious of the responsibility this imposes on us to provide secure jobs - among other things through strategies for sustainable growth.

→ reporting.blg-logistics.com/2021/en/sdg-stories

Customer Satisfaction

We support our customers' business with innovation and efficiency. For them and with them, we shape sustainable logistics of the future.

We maintain long-standing business relationships with many of our customers. Our credentials as a partner are particularly evident in the implementation of customized solutions and in the development and operation of highly complex logistics centers. Here we can contribute in a way that helps shape the logistics of tomorrow - examples include the Geiselwind logistics center for our customer PUMA, the CI Factory for Engelbert Strauss, the largest high-bay warehouse in Europe, which we have been operating for Tchibo for many years, or the robot-assisted warehousing and order picking solution we implemented at the Falkensee site for the customer Siemens Energy. In realizing all of our customer projects, it is pivotal that we understand the core of their business and anticipate their needs as well as impending changes. In this context, we are promoting e-mobility by further developing our own electric vehicle services. Long-term contracts give us scope to address customer issues in depth and at the same time make sustainability-relevant investments.

We not only want to meet the growing demands for climate-friendly logistics, we want to help set the pace - our C3 Bremen lighthouse project shows how. The new logistics center, in which the production supply for the global assembly plants of a leading automotive manufacturer will be consolidated in 2022, not only focuses on

customer and employee needs, but also redefines the environmental standard for logistics real estate - with the largest roof-mounted PV system in Germany to date and CO₂-neutral operation. Independently of individual projects, our climate target and the emission reductions already achieved pay dividends for our customers' carbon footprint; and what's more we also offer them climate-neutral services. We are in absolutely no doubt that proactive action on sustainability issues opens up significant opportunities for us in the market.

 www.blg-logistics.com/en/mission-climate

Ensuring quality - increasing efficiency

With the quality of our service, we have the opportunity in our hands to convince our customers to work with us time and again. In view of the global political and ecological challenges, it is becoming increasingly important to foster long-term partnerships. Only recently, several customers have again committed to long-term collaboration. For Kia Motors Germany, we expanded the car terminal in Kelheim with construction of a third multi-story car park offering parking space for more than 5,000 vehicles. Hyundai Motor Germany has exclusive use of an additional 95,000 square meters at our Dodendorf automotive logistics location, which we significantly expanded in this context. We also entered into a strategic partnership with Hyundai Glovis, one of the world's largest RoRo shipping

companies, through a joint venture. We are also experiencing our customers' trust in other areas. For example, one customer has installed a hardening plant on around 9,000 square meters in a BLG-owned logistics facility in a clear signal that they are in it for the long haul.

Not only do we give quality assurances, we also provide contractual quality guarantees. This involves continuously examining ways to reduce the loss ratios within our own processes. Our central Quality Management departments are responsible for implementing, refining and overseeing certification of our quality management systems and also drive forward the integration and operationalization of our environmental, occupational safety and energy management systems. The majority of our German and foreign locations - including all sites in the AUTOMOBILE Division - are certified according to DIN EN ISO 9001, the automotive locations additionally to VDA 6.2. Our customers also regularly carry out their own quality audits at our car terminals. At our industrial logistics locations, we work alongside our customers' production processes, and in retail logistics, our services are even dovetailed with those of our customers. Here we rely on regular exchanges at operational and management level.

Focusing on optimizing value-creating activities is an important success factor. In order to continuously improve our processes and systems and therefore our performance, we systematically organize all workflows according to lean management criteria and rely on the Six Sigma management system. This enables us to sustainably leverage new solutions and improvements across all areas.

Following the introduction of our production system by our central Operational Excellence department in 2020, which is used within the CONTRACT Division to further optimize processes and services for our customers, we

continued to develop and roll it out in the reporting year. This focused on developing and implementing a maturity measurement system that can be used to determine the implementation level of the production system at the sites with the help of an evaluation catalog. From this, measures for improvement can be derived. The next step was to train managers and the approximately 70 decentralized contact persons at the locations. By the end of the year, almost all sites had been able to determine their level of maturity by means of self-analyses and set themselves planning targets for optimization. We were also able to intensify and standardize the exchange with our foreign locations in 2021.

Innovations for the logistics of tomorrow

In order to make our customers' logistics processes fit for the future, we are continuously developing new solutions and relying increasingly on new technologies. The accompanying innovations are implemented, managed and rolled out across the company by the Sustainability and Digitalization department.

In 2021, we conducted eight 100-day projects for the initial testing of potential new solutions and six 6-month sprints for the roll out and scaling up of promising 100-day projects. These include those from the areas of Robotic Process Automation (RPA), data science, sensor technology and the Internet of Things (IoT). At the Bremen site, for example, we put two driverless forklifts into operation. Numerous workshops were again held on strategic innovation and digitalization topics.

Three research projects were successfully completed in the year under review - including "SHARC", which focused on a concept for the intelligent integration of renewable energies into the port's energy infrastructure and received an award for its sustainable innovation approach in the Maritime Cluster Northern Germany MCN Cup. Three projects were also continued: "Isabella 2.0" aims to integrate the loading and unloading of trucks, trains and ships into a previously developed intelligent management approach and to make it even more efficient through the use of artificial intelligence (AI). "KITE" is concerned with the development of an AI-based forecasting method for predicting transportation volumes, which should reduce empty runs on the freight forwarding side by up to 15 percent and in doing so also help to lower emissions. Finally, "INSERT" involves the development of an assistance system for drafting initial concepts for production and logistics planning. This adaptive system is designed to support planners, enhance the quality of the concepts and shorten processes. The "PortSkill 4.0" project was newly launched in 2021. Its aim is to analyze, research and train the skills and qualifications port employees of the future will need. This also involves developing digital learning worlds, among other things. On all of the aforementioned projects, we worked and work together with partners from science and industry and receive funding from the German Federal Ministry for Digital Affairs and Transport (BMDV) or the European Regional Development Fund (ERDF). In the reporting year, we participated in seven cooperation projects with a total volume of EUR 14.6 million.



We use automation among other things to prepare for an ever-more challenging labor market. At the same time, we are increasing our throughput volumes and taking a major step in the direction of the logistics of the future.

→ reporting.blg-logistics.com/2021/en/sdg9

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EUROGATE

Reporting on non-financial performance indicators

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

Efficient port operations are key to enabling the EUROGATE Group companies to ensure that its customers benefit from reliable goods transport. This is vital because the container terminals are hubs of international trade. At the same time, EUROGATE strengthens the local economy and provides jobs. Its business activities impact on both people and the environment, for example through the Group's consumption of resources.

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

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

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

Significant non-financial performance indicator - KPI relevant to management:

- Energy consumption in megawatt hours*

The energy consumption is regularly monitored. Table 1 shows the current status of target attainment.

Table 1: current status of target attainment

Target	Lower energy consumption
Status 2020	420,180 MWh (of which 12,418 MWh renewables)
Status 2021	435,999 MWh (of which 12,376 MWh renewables)
Comment	There was a slight increase in energy consumption in the 2021 financial year. This is attributable to the recovery in container throughput and the associated higher handling volume compared to the previous year. The container throughput and workload at the terminals was lower overall in the previous year due to the COVID-19 pandemic, which had a corresponding effect on energy consumption. Energy consumption has risen disproportionately in relation to the increase in handling volume. In the 2021 financial year, the above non-financial key performance indicator for the presentation of energy consumption was adjusted in order to present total energy consumption transparently and because a key performance indicator relating to the number of containers moved would have been distorted in particular by coronavirus-related effects (high yard utilization).

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

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

Significant non-financial performance indicator - relevant KPI:

- Development CO₂ emissions in metric tons**

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

Table 2: current status of target attainment

Target	Lower CO ₂ emissions
Status 2020	101,649 t CO ₂
Status 2021	104,415 t CO ₂
Comment	There was a slight increase in CO ₂ emissions in the 2021 financial year. This is attributable to the recovery in container throughput and the associated increase in energy consumption and resulting CO ₂ emissions. The container throughput and workload at the terminals was lower overall in the 2020 financial year due to the COVID-19 pandemic. This had the effect of temporarily reducing energy consumption and CO ₂ emissions. However, CO ₂ emissions increased to a lesser degree than total energy consumption in the 2021 financial year. The above non-financial key performance indicator for the presentation of CO ₂ emissions was adjusted in order to present total emissions transparently and because a key performance indicator relating to the number of containers moved would have been distorted in particular by coronavirus-related effects (high yard utilization).

** When calculating the key performance indicator t CO₂, the consumption figures for the principal companies (the German EUROGATE terminal operations in Bremerhaven, Hamburg and Wilhelmshaven and the respective service companies at each location, and EUROGATE holding company) were taken into consideration.

Table 3: current status of target attainment

Target	Minimize the number of work-related accidents and prevent accident-related fatalities
Status 2020	Work-related accidents: 326 Accident-related fatalities: none
Status 2021	Work-related accidents: 344 Accident-related fatalities: none
Comment	The target to prevent accident-related fatalities was met in the past financial year. The rise in the number of work-related accidents at EUROGATE is attributable to the renewed increase in handling volume in the 2021 financial year after a temporary decline in the 2020 financial year due to the pandemic. Furthermore, as part of the defined monitoring process in the area of occupational safety, measures that sustainably support the target of minimizing the number of work-related accidents are developed based on the analysis of hazardous situations, accident severity and cause.

*** In Germany, all accidents must be reported that result in death or injury that prevents a person from working for more than three days. The EUROGATE figure includes accidents involving not only the company's own employees, but also temporary contract workers. It does not record accidents involving employees of external contractors.

Employee welfare topics - Occupational health and safety management

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

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

Significant non-financial performance indicators - KPIs relevant to management:

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

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

Anti-corruption and anti-bribery

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

Technical competence for the compliance management system lies with the Legal department of the EUROGATE holding company and the compliance officer. Responsibility for compliance with the Anti-Corruption Policy lies with the Group Management Board and the management boards of the respective EUROGATE Group companies.

Significant non-financial performance indicator - KPI relevant to management:

- Number of confirmed cases of corruption

The number of corruption cases serves as a key anti-corruption and anti-bribery metric and is reviewed regularly.

Table 4 shows the current status of target attainment.

Table 4: current status of target attainment

Target	No cases of corruption
Status 2020	None
Status 2021	None
Comment	The target was met. There were no confirmed cases of corruption in the reporting year.

IT security

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

The ever-growing number of IT-based business processes that have emerged in recent years, as well as the dovetailing of EUROGATE’s systems with those of other providers along the logistics chain, increase the demand for a secure IT infrastructure. Cyber threats are on the increase all the time and are constantly changing. At the same time, the EUROGATE Group’s reliance on IT systems is growing, especially in light of the planned automation projects. IT security is therefore crucial to enabling and

ensuring efficient business processes across the companies in the EUROGATE Group.

Technical competence for the EUROGATE information security management system (ISMS) lies with the IT department of the EUROGATE holding company. Overall responsibility lies with the Group Management Board and the management boards of the respective companies in the EUROGATE Group. An IT security officer and an OT security architect have been appointed. An IT and an OT security board have also been set up and equipped with resources from the IT department and EUROGATE Technical Services. The ISMS covers all German EUROGATE terminals with the exception of North Sea Terminal Bremerhaven GmbH & Co. (NTB), operated as a joint venture between EUROGATE and APMT, which is managed separately. An IT security guideline and policy regulate the organizational and technical requirements of the EUROGATE ISMS.

The main focus of the existing concept is on the availability and integrity of the IT systems and data, with the aim of creating a resilient infrastructure based on risk assessment and of minimizing potential damage and times to restore service. A key element of the ISMS is a risk management system geared towards minimizing risk or creating an acceptable level of residual risk for EUROGATE. The security management approach follows the NIST Cybersecurity Framework and in its practical implementation is based on the IEC 62443 standard and the security catalogue that forms the basis of the two-yearly critical infrastructure (KRITIS) audit. In addition, the Group coordinates and exchanges information with local and European logistics partners (for example via EU-ISAC), as well as with relevant authorities and EUROGATE service providers. These help to ensure that new risks can be promptly identified and addressed. The EUROGATE ISMS includes information technology and operating technology, as well as the cloud services and platforms used.

The EUROGATE ISMS defines and regulates the necessary organizational structures, procedures, roles and accountabilities. It encompasses organizational, technical, regulatory and staff training measures. All measures are conceived and approved by the Group Management Board as part of an annual planning process. As a rule, they are systemically structured. Ad-hoc measures may be introduced during the year based on weak point analyses and alerts. The results are reported to

EUROGATE's risk management and to the Group Management Board in the IT security officer's annual review. This report contains the current implementation status, a review of the past year and recommendations for the coming year.

The goals and targets are set on the basis of a general risk assessment for EUROGATE and concrete risk analyses for the respective projects. The EUROGATE ISMS was audited in the 2020 financial year in accordance with the guidelines of the Federal Office for Information Security (BSI), since EUROGATE is classified as an operator of critical infrastructure (KRITIS) pursuant to the IT Security Act (ITSG). The focus of the audit was to assess the status quo with respect to implementing the BSI guidelines. The deviations and recommendations resulting from the audit are dealt with within the scope of targeted measures. Implementation will be reviewed in the 2022 financial year within the scope of the next KRITIS audit. In addition, self-assessments based on NIST, IEC 62443 are used for modelling the measurability of the level of protection achieved through non-financial performance indicators. Furthermore, various external assessments are being rated with the use of security scorecards.

During the COVID-19 crisis, EUROGATE also introduced remote work. To this end, a technical solution was implemented that was designed according to the number of users and the security requirements for access to the internal systems. IT security in remote work is achieved

through the use of IT equipment provided and managed by the IT department in connection with multifactor authentication. The introduction of digitalized training offerings regarding business-related topics in general and security awareness in particular was already planned before the pandemic, but COVID-19 accelerated their implementation. The same applies to technical means of digital collaboration (collaboration tools). The use of corresponding platforms was promoted and trained.

Glossary

Booster

In immunology, the term “booster” refers to the rapid and enhanced formation of an antibody. In relation to the coronavirus pandemic, the third vaccination is referred to as a booster jab.

CDP

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

CI factory

Production site of Engelbert Strauss GmbH & Co. KG in Schlüchtern. “CI” is the abbreviation for corporate identity, or how a company is perceived in the public sphere.

CKD

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

CO₂ equivalents (CO₂e)

Uniform measure of the greenhouse effect of various greenhouse gases. The reference value is carbon dioxide CO₂. DIN 16258:2013-03 takes the following gases into account: CO₂, CH₄, N₂O, HFC, PFC, and SF₆. These six gases are also listed in Annex A of the Kyoto Protocol which extends the United Nations Framework Convention on Climate Change. The GEMIS (Global Emissions Model for Integrated Systems) takes account of CO₂, CH₄, N₂O, C₆F₁₄, and C₂F₆.

Corporate governance

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

CSR

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

EBT

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

EBT margin

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

EBIT

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

Equity method/At equity

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

Full consolidation

Method for recognition of subsidiaries that are included in the consolidated financial statements with all assets and liabilities.

Global Emissions Model for Integrated Systems (GEMIS)

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

Global Reporting Initiative (GRI)

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

Greenhouse Gas Protocol

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

Joint venture

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

Lean management

Process optimization approach designed to minimize waste and harmonize processes.

R&D projects

Research and development projects are ventures that deliver new knowledge or innovations as their main outcome, and are characterized by a pronounced degree of innovation, interdisciplinarity and project risk. The project goals deliberately go beyond the current state of research in science and technology. Funding is provided by the public sector in the form of grants.

RoCE

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

Science Based Targets initiative (SBTi)

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

Six Sigma

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

Sustainable Development Goals (SDGs)

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

United Nations Global Compact

Global pact between companies and the United Nations to support socially fair and ecologically sustainable globalization. The members undertake to follow ten principles in the areas of labor and human rights, environment, and anti-corruption in all the countries in which they operate.

CSR Index

As a joint parent company, BREMER LAGERHAUS-GESELLSCHAFT -Aktiengesellschaft von 1877-, Bremen and BLG LOGISTICS GROUP AG & Co. KG, Bremen issue voluntary consolidated financial statements and have for several years already integrated a non-financial group report (NFR) with the information required under the CSR Directive Implementation Act into their sustainability reporting. The Sustainability Report 2021 was prepared in accordance with the GRI standards (Core option).

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

The Group non-financial report deals with the contents defined as essential by the CSR Directive Implementation Act for the fully consolidated BLG companies. Responsibility for the CONTAINER Division lies with the joint venture EUROGATE, which controls the topics relevant for CSR separately from BLG LOGISTICS. Therefore, contents of the non-financial report for the EUROGATE company accounted for using the equity method are shown separately on the ► pages 58 to 61.

Components of the NFR	Relevant contents	Page number Sustainability Report
Business model	Brief description of the business model of BLG LOGISTICS	7 to 9
Sustainability management	Accountabilities (control and authorizations)	12 to 13
Materiality analysis	Selection of relevant contents of the report	18 to 19
Risk management	Statement of the main risks relevant to CSR	20
Environmental topics	Climate protection	24 to 28
	Energy management	29 to 31
Employee topics	Fair working conditions and human rights	36 to 38
	Training and education	39 to 40
	Occupational health and safety management	41 to 43
Respect for human rights	Fair working conditions and human rights	36 to 38
	Compliance	50 to 52
Anti-corruption and anti-bribery	Compliance	50 to 52
Social topics	The materiality analysis did not identify any issues that are significant in the sense of the CSR Directive Implementation Act. Therefore, social topics are not part of the NFR.	-

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Experience our sustainability report digitally on your computer, tablet or smartphone and join us on an SDG journey where with the help of selected projects employees report on how we support the United Nations' Sustainable Development Goals.



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