

2025

Rhenus Group sustainability report



Foreword

2025 stands as an important year for the Rhenus Group, marking a clear step forward in how we operate with an integrated and harmonized sustainability system across our global organization. Our ambition is no longer just a vision – we are delivering Group-wide progress through a centralized and professionalized approach that ensures consistency, transparency, and impact across all business units. Our EcoVadis Platinum status reflects this maturity. It confirms that we have already established the structures, controls, and systems needed to deliver measurable and scalable impact across the Group.

In the past, our sustainability efforts were often driven by isolated projects. These initiatives created valuable momentum at local and business unit level, but we recognized early on that a fragmented approach would not be sufficient to meet the evolving expectations of our customers, regulators and partners. That is why we consolidated our activities into a single, coherent framework with aligned standards and Group-wide structures. While this work has laid a strong foundation, we are also aware that stakeholders' expectations and business opportunities continue to rise. With our centralized and harmonized system in place, we

are able to respond to these expectations with a consistent and scalable approach. Every step we take is traceable and aligned with our Group-wide standards. Robust data, clear governance, and a defined target architecture form the backbone of our work and ensure that sustainability is embedded across all business units.

The initiatives we have established – and will continue to expand in 2026 – are designed not only to ensure compliance but to strengthen Rhenus as a trusted and future-ready partner for our customers. Our employees and their ideas empower our efforts across ESG, while a strong focus on the needs of our customers remains both a central driver of our business and a key enabler of sustainable growth.

Throughout 2025, we further strengthened and refined this system. Our work toward the Science Based Targets initiative (SBTi) builds on a robust Group-wide data foundation that we continue to develop. We have enhanced our reporting structures and expanded our central tools to provide greater transparency and more actionable insights. These capabilities allow us to better link sustainability performance with operational and strategic decision-making, while preparing the Group for future regulatory and assurance requirements. The EcoVadis Platinum Medal is a strong confirmation from independent partners that our harmonized

and professionalized approach is delivering results, and it represents an important milestone rather than an endpoint in our sustainability journey. It reinforces our responsibility to continue closing gaps, strengthening performance, and translating systems into measurable outcomes. Looking ahead, we are preparing for the submission of our SBTi targets, ensuring readiness for evolving regulatory and disclosure requirements, and expanding our portfolio of sustainable services. From 2026 onwards, our focus will increasingly shift from building systems to actively using them to steer performance, track progress through clear KPIs, and support long-term value creation for our business, our people, and the planet. Our sustainability journey is driven by our teams around the world. Their expertise, commitment and ideas ensure that our central framework translates into meaningful progress locally. Together, we are shaping a responsible, resilient and future-ready Rhenus Group.

I would like to thank all our colleagues and partners who have supported our journey so far. I look forward to continuing this path with a shared sense of responsibility, accountability, and continuous improvement.

Dr. Joana Baetz

Member of the Board

HR | Sustainability | Compliance

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About this sustainability report

This Sustainability Report is intended to provide a transparent and comprehensive overview of our ESG impacts, reflecting our commitment to responsible logistics. It aims to inform stakeholders about our management approach, performance and progress during the reporting period. It has been prepared in accordance with the Global Reporting Initiative (GRI) Standard and has a clear structure to ensure accuracy and completeness.

The reporting period refers to the fiscal year from January 1 to December 31, 2025. The report covers the activities, operations and entities included in our consolidated financial statements, unless otherwise noted. The selection of topics and disclosures is based on our materiality assessment, conducted in 2023 (with a 2024/25 update) to identify the impacts that are most significant to business. These impacts may relate to different time horizons, including short-term operational effects, medium-term strategic developments and long-term sustainability outcomes.

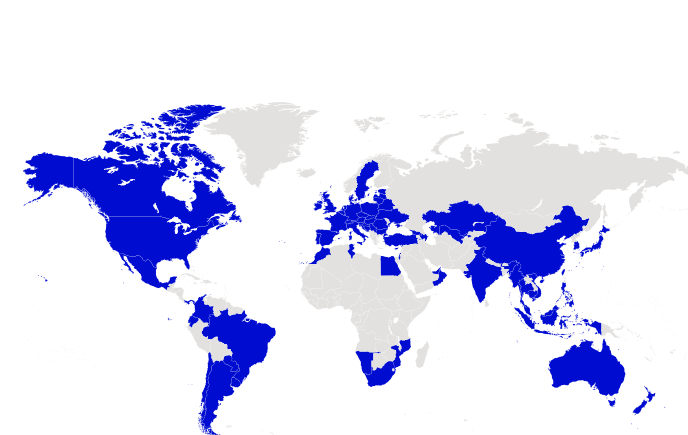
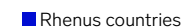
Data included in this report is sourced from internal management systems, operational departments and established reporting processes. In certain cases, data is subject to estimations, assumptions or modelling methodologies, particularly where exact measurements are not available or where long-term impacts must be projected. These estimations are prepared using structured methodologies and reviewed to ensure consistency and reasonable accuracy.

As part of our internal controls, reported content undergoes review procedures, including technical validation by the Group Sustainability, proofreading for clarity and accuracy, and consistency checks against prior-year data and internal policies.

From the river Rhine out into the world

Our customers benefit from scalable, agile warehousing solutions and transportation by road, rail, river, sea and air, complemented by expert tasks such as customs and value-added services. Whether these customers need individual services or comprehensive, end-to-end solutions, Rhenus supply chain solutions can be customized precisely to suit the needs of various industries.

Driven by the ability to navigate changing currents, Rhenus is dedicated to developing and utilizing technology to advance innovation and digitalization, and gain transparent insights into emissions data. This approach enables us to design more resilient and resource-efficient supply chains.



Key facts and figures 2025

Foundation year	Acquisition by RETHMANN Group	Employees worldwide	Annual turnover in euros	Countries	Locations
1912	1998	39,000	8.2 billion	70+	1,300+

A diverse logistics portfolio for every challenge

Structured into various divisions and their specialized business units, Rhenus combines a global footprint with local expertise to deliver industry-leading, end-to-end supply chains.



Air & Ocean

Within the Air & Ocean division, we provide seamless global logistics solutions across air and sea freight as well as comprehensive intermodal and multimodal transport. Our air freight services include air charter and on-board-courier services for time-critical shipments, while sea freight covers FCL, LCL, charter and consolidation options tailored to cargo type and volume. For oversized cargo and demanding environments beyond the coastlines, we offer end-to-end project logistics and offshore logistics.



Port Logistics

With a network of more than 70 terminals across over 40 sea and inland ports, the Port Logistics division connects coastal and hinterland regions across Europe and beyond. We enable smooth transshipment by water, rail and road, alongside handling, storage and shipping agency services. Our portfolio covers bulk, breakbulk and containers as well as oversized, hazardous or GMP-compliant goods. Integrating multiple transport modes, we aim to optimize transport flows while considering efficiency and sustainability aspects within our supply chain operations.



Contract Logistics

Rhenus Contract Logistics provides comprehensive warehousing services. We manage every aspect of secure storage and fulfillment, enhanced by value-added offerings such as packaging services, returns management and quality control. Our solutions range from dedicated warehouses to scalable multi-user models, utilizing advanced automation and intelligent warehouse systems to ensure the right fit for every requirement.



Overland Transport

Through our Overland Transport division, we provide comprehensive truck transportation services, customs services and transport related warehousing. Whether domestic or across borders, our expertise ranges from bulk goods to temperature-sensitive or hazardous materials, as well as highly sensitive cargo such as high-tech equipment. In our last-mile segment, we handle the delivery and assembly of high-tech equipment, furniture or household appliances right to their place of use or to the end consumer.



Automotive

For leading OEMs and agricultural machinery manufacturers worldwide, we manage the entire supply chain. This ranges from on-site assembly and full-vehicle transport to just-in-time and just-in-sequence factory logistics. Complemented by battery dismantling and recycling, our operations are designed to boost efficiency and support customers in achieving their sustainability goals.



4PL – Fourth-party logistics

As a 4PL specialist, Rhenus takes full responsibility for managing complex supply chains, from transport and warehousing to the seamless coordination of third-party providers. Managed via our 4PL Control Tower and state-of-the-art IT systems, this integrated approach unlocks real-time insights and enables data-driven optimization.



Industry solutions

The Rhenus Group concentrates its logistics expertise in various strategic sectors: Life sciences & healthcare, Fashion & lifestyle, Consumer & FMCG, Chemicals & energy and High tech. This focused specialization allows us to deliver bespoke logistics solutions that meet the precise demands of dynamic and highly regulated industries.

Management Board of the Rhenus Group



Tobias Bartz

Chief Executive Officer (CEO) of the
Rhenus Group since April 2022.

As CEO, Tobias Bartz drives Rhenus' global growth and connectivity agenda. Under his leadership, the Group has expanded its international footprint across key regions such as Asia Pacific, Central Asia and Latin America, strengthening resilient supply chains and long-term value creation.



Gilles Delarue

Chief Financial Officer (CFO) and Member of the
Management Board since September 2024.

Gilles Delarue shapes the financial strategy at Rhenus. His focus lies on sustainable growth, process optimization and long-term value creation, ensuring financial resilience and transparency across the Group's global operations.



Dr. Joana Baetz

CHRO since 2022 and Member of the
Management Board since February 2025.

Dr. Joana Baetz leads globally aligned Group Functions across HR, Sustainability and Compliance. She has driven cultural transformation, digital HR solutions and global talent programs, strengthening people management and embedding sustainability and compliance as core elements of Rhenus' long-term development.



Jan Philipp Harnisch

Board Member responsible for the Air & Ocean Division since February 2025.

Jan Philipp Harnisch drives the global expansion of Rhenus Air & Ocean, focusing on operational excellence, digital transformation and customer-centric solutions. With a strong international background, he strengthens the division's position as a global freight forwarding player.



Dr. Stephan Peters

Board Member since 2009, responsible for Contract Logistics and Group Commercial activities.

Dr. Stephan Peters oversees Contract Logistics and global commercial activities at Rhenus. He has established Sales as a central Group Function, enhancing alignment and customer focus, while contributing his expertise to industry initiatives and strategic development.



Dr. Marcus Ewig

Board Member since February 2025 and responsible for Automotive, Procurement, Health & Safety and Quality Management.

Dr. Marcus Ewig combines deep technical expertise with international leadership experience. He drives business transformation through innovation and digitalization, while advancing global expansion, operational excellence and sustainable product development across the Group.



Andreas Stoeckli

Board Member since 2014 and Head of Port Logistics since 2024.

Andreas Stoeckli shapes the strategic development of Rhenus, particularly in port logistics. With decades of experience, he drives scalable standards, global operations and sustainable solutions, strengthening the Group's position in international logistics networks.

Sustainability at Rhenus Group

2025 marked an important milestone in strengthening foundational systems and data as well as governance structures and capabilities to deliver on future sustainability goals.

Across the organization, years of local initiatives have demonstrated what hands-on operational progress can achieve. To continue building on past achievements while meeting rising requirements reliably, Rhenus is transitioning from isolated measures to integrated, scalable systems that enable effective governance, transparent measurement and continuous improvement.





Letter from our Group Director of Sustainability

Sustainability at Rhenus continues to evolve from an important responsibility into a credible driver of value creation for our customers and business. 2025 was a year in which we strengthened the groundwork behind this ambition, focusing on the systems, data and governance needed to make sustainability more consistent, reliable and scalable across our operations.

A key milestone in 2025 was our commitment to the Science Based Targets initiative (SBTi). This step went beyond a formal pledge and initiated concrete internal work on emissions baselines, target-setting methodologies and governance structures that will guide decision-making across business units. This alignment provides a clear direction

for the years ahead and translates climate ambition into actionable pathways that customers can see and trust. It also ensures that regulatory readiness, market expectations and long-term cost efficiency are addressed together rather than in isolation. For our customers, our scientifically robust and resilient sustainability services provide greater assurance that our decarbonization pathways are anchored in recognized frameworks and can be credibly integrated into their own future-proof strategies, helping them achieve lasting value and meet evolving needs.

Equally important is our continued focus on data quality and consistency. Reliable sustainability data is the backbone of transparency, improved decision-making and seamless integration into customer processes. In 2025, we further harmonized data structures, reporting scopes and governance responsibilities across the Group. This creates the conditions for sustainability information to flow more seamlessly into reporting and planning. This transparency is essential not only for compliance, but also for identifying efficiency potential, optimizing networks and managing risks throughout complex supply chains. In parallel, we continue to develop and promote sustainable services across all our business units. During the year, selected solutions moved from concept into pilot and expansion phases, allowing sustainability to be more directly integrated into customer offers. Solutions such as Book & Claim models allow customers to decarbonize logistics operations flexibly

and pragmatically, without compromising operational performance. These solutions are designed to integrate into existing logistics processes and commercial models, reflecting our ambition is to turn sustainability into an enabler of smarter logistics that is scalable, market-ready and aligned with commercial realities.

Internally, we know that systems and services only work when people are confident in using them. Targeted sustainability knowledge sharing was further embedded across relevant functions in 2025, strengthening our employees' capabilities and empowering them to translate sustainability objectives into operational excellence and informed day-to-day decision-making. Looking ahead, our focus remains clear: to turn the groundwork laid in recent years into practical, customer-oriented sustainability solutions that create measurable financial and operational value — today and for the years to come. For me personally, the past year has reinforced how strongly progress depends on collaboration across regions, functions and business units. This collaboration is essential to build consistency, scale solutions efficiently and embed sustainability as an integral part of how we operate, enabling us to shape a sustainability approach that is structured, credible and designed to support customers, the business and bring long-term resilience.

Juthaporn Srinang

Group Director of Sustainability



From groundwork to growth

In 2025, Rhenus deliberately focused on establishing the systems and frameworks needed for future scalability. Rather than expanding activities broadly, the organization prioritized elements that build long-term resilience.

A central part of this development was the creation of a unified sustainability target framework, including the commitment to the Science Based Targets initiative (SBTi).

Even ahead of the formal submission, this framework already provides strategic clarity and guides internal alignment for long-term decarbonization.

Equally important was the improvement of emissions data quality. Rhenus began harmonizing methodologies, consolidating data sources and creating transparent structures – essential prerequisites for any credible sustainability governance system. Digital tools were developed in parallel to ensure that data can be effectively used in operations rather than simply collected.

Sustainability was further redesigned as a service architecture instead of a collection of isolated measures, laying the groundwork for uniform standards, replicability and customer-facing sustainability solutions at scale.

Initiated in 2025, several new system components are projected to achieve maturity in 2026:

- A unified emissions database now consolidates previously fragmented information, establishing a reliable basis for governance, SBTi reporting and standardized service offerings.
- Advanced carbon intelligence capabilities were developed to enhance transparency for stakeholders, enabling a structured and decision-relevant understanding of emissions drivers, performance trends and decarbonization progress, while strengthening data-driven sustainability governance across the organization.
- Selected sustainable services were advanced through pilot projects and co-creation with customers, ensuring operational relevance and future scalability.

Enhancing social governance through global alignment

2025 was a defining year in advancing the social dimension of sustainability across the Rhenus Group. Building on the foundation of numerous local initiatives, Rhenus introduced updated global Social Policies that establish consistent expectations for all regions and business units.

These policies set clear standards for key areas such as working conditions, diversity and inclusion, employee well-being, and responsible leadership —

creating a unified framework that supports both global comparability and operational relevance.



A significant step toward professionalizing social governance was the implementation of Workday as the Group's global platform for Social KPIs. By consolidating previously fragmented data sources, Workday enables:

- Consistent and comparable social metrics across all regions
- Improved data quality as the basis for reliable reporting
- Greater transparency for leadership and HR teams
- More effective steering of social initiatives and workforce development

With these developments, Rhenus is moving from a landscape of diverse local activities toward a globally integrated social management system. The foundations established in 2025 will support more systematic, measurable, and scalable progress in the years ahead.

Strengthening governance and compliance

In parallel with the sustainability transformation, 2025 also marked a foundational year for modernizing the Rhenus Compliance Management System (CMS).

Existing compliance structures began to be aligned into one Group-wide system designed to strengthen transparency, regulatory adherence and responsible conduct.

The complete revision of the Code of Conduct, initiated in 2024, established the ethical and legal basis for the future compliance framework. Harmonized and newly developed Group-wide policies – including the Anti-Corruption, Antitrust and Whistleblower Policies – created consistent standards that improve organizational resilience and reinforce responsible governance across all divisions.

Looking ahead to 2026, Rhenus will continue to strengthen the CMS by updating the whistleblowing system, introducing a Group-wide Investigations Policy and expanding in-person compliance training to further anchor key principles in day-to-day operations.

An integrated path forward

Together, the environmental, social and governance developments reflect a shared principle: building integrated, robust and scalable systems that ensure long-term transparency, comparability and responsible governance. With these foundations in place, Rhenus is well positioned to evolve from groundwork to sustained growth – delivering impact, meeting stakeholder expectations and shaping a resilient future across global value chains.

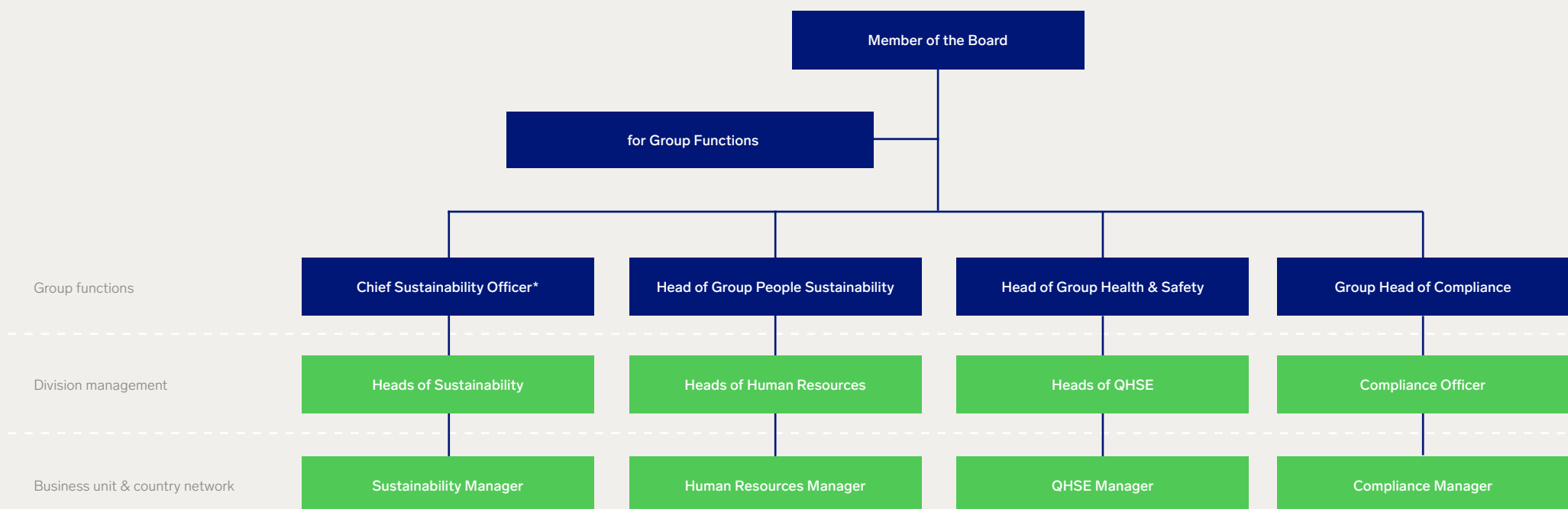
Sustainability governance

The Rhenus Group sustainability governance framework clearly defines roles and accountabilities to ensure effective sustainability and impact management across the organization.

The Management Board bears overall responsibility for defining, further developing and overseeing the company-wide value framework and its strategic anchoring.

Rhenus Values – customer-focused solutions, employee orientation, entrepreneurial spirit, integrity and continuity – form the cultural and strategic foundation for all corporate decisions. These values guide the Rhenus Group in shaping its long-term corporate strategy by ensuring that strategic priorities are aligned with customer orientation, responsible entrepreneurial initiative, values-based conduct and long-term stability. They serve as a binding basis for governance decisions, the assurance of ethical business practices and the promotion of sustainable,

intergenerational corporate development. The responsible board member, Chief HR Officer (CHRO), is accountable for defining, steering and overseeing the ESG strategy at Rhenus, and ensuring its integration into the overall corporate strategy. Reporting directly to the CHRO, the Chief Sustainability Officer (from February 2026: Group Director of Sustainability) leads the operational management and ongoing development of the Group-wide sustainability agenda.



*from Feb 2026: Group Director of Sustainability



To align efforts and Group-wide progress, the Group Sustainability Function works in close collaboration with other relevant departments and divisions, managing internal and external engagement. This ensures alignment with key sustainability regulations, ratings, and initiatives, such as the CSRD, CDP, EcoVadis, and the UN Global Compact. Social sustainability topics – including employees, the working environment and human rights – are overseen by the Head of Group People Sustainability, ensuring a consistent approach across the organization.

Health and safety matters at Group level are managed by the Health & Safety Function, which, in the future, will also assume additional responsibilities for environmental aspects related to hazardous goods.

Group Compliance and the Compliance Officers designated within the organizational and country units support the organization in complying with legal and regulatory requirements. As a result of this framework, the compliance

organization advances the strategic development of the Compliance Management System and fosters a globally harmonized compliance organization that strengthens the company's long-term resilience and integrity.

At Group level, the Steering Committee on ESG provides strategic guidance and supports the prioritization and implementation of key sustainability measures.

The Business Units have embedded sustainability within their organizations in a variety of ways, reflecting their individual structures of managing sustainability, priorities and operational contexts. Despite these differences, the Group Sustainability and Sustainability Heads within the Business Units meet on a regular basis to exchange and align on major sustainability topics and key projects. To ensure consistent standards, the Group Sustainability oversees alignment with key frameworks like the SBTi. This cross-unit collaboration ensures coherence in the overall sustainability approach while allowing the Business Units to address their specific sustainability challenges and opportunities effectively.



Managing key material topics

As a global logistics service provider with a diversified portfolio across transport, warehousing, port operations and tailored industry solutions, we identified our material topics by assessing where our activities have the most significant impacts, risks and opportunities. For the Rhenus Group, these IROs particularly relate to emissions from transport activities, energy use, working conditions, workplace safety and compliance. Risk mitigation measures are implemented across business units and monitored using clear KPIs and management system procedures. By linking impacts to operational responsibilities, enabling data-driven risk monitoring and empowering local sites to implement targeted improvement actions, Rhenus ensures that impact mitigation is not a one-off exercise but an ongoing, embedded part of operational excellence and responsible logistics delivery. This ensures that our material topics reflect the reality of our business model and guide effective Group-wide sustainability management.

List of material topics	Selected key material impacts	Positive/Negative	Value chain	Mapped topical GRI standards
Responsible Logistics and Climate Change	Direct GHG emissions related to transport activities (Scope 1) and indirect GHG emissions related to transportation services (Scope 3.4 “Upstream Transportation and Distribution”)	Negative	Own operations and upstream value chain	GRI 305: Emissions 2016
	GHG emissions related to direct energy consumption and purchased electricity	Negative	Own operations	GRI 302: Energy 2016
Recycling	Usage of packaging materials and waste	Both	Own operations and upstream value chain	GRI 306: Waste 2020
People Sustainability	Fostering working conditions through structured people management	Positive	Own operations	GRI 401: Employment 2016 GRI 404: Training and Education 2016 GRI 405: Diversity and Equal Opportunity 2016
Health & Safety	Improved workplace safety, while logistics activities occur risk of work-related accidents	Both	Own operations	GRI 403: Occupational Health & Safety 2018
Compliance Management	Promoting corporate culture by means of comprehensive Compliance Management System	Positive	Own operations	GRI 205: Anti-corruption 2016 GRI 308: Supplier Environmental Assessment 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 414: Supplier Social Assessment 2016 GRI 418: Customer Privacy 2016

Stakeholder engagement at Rhenus Group

Taking into account the interest and concerns of potentially affected stakeholders and users of sustainability information is important for sustainability efforts at Rhenus. Therefore, a stakeholder analysis was conducted in 2023 as part of the double materiality assessment. Topical experts identified individuals or groups based on their influence on the company, their dependence on its operations and their relevance to economic, environmental and social impacts. This process led to the identification of employees, the Management Board, shareholders, customers, business partners and suppliers/service providers, auditors, financial institutions and banks, press and media, as well as the environment as a silent stakeholder.

The purpose of stakeholder engagement is to ensure transparent communication, strengthen mutual trust and understand expectations and requirements, as well as to integrate stakeholder perspectives into our strategic decision-making processes and our continuous improvement efforts. Engagement activities support compliance with regulatory obligations, enhance the quality of sustainability disclosures and ensure that relevant stakeholder interests are considered in the development of our sustainability management.

Stakeholder group	Purpose of engagement	Activities
Employees	Understanding needs, enhancing workplace culture, ensuring safe and fair working conditions	Townhall meetings Performance dialogues Training programs Committees for HR and H&S Internal communication platforms
Customers	Understanding sustainability requirements, creating value, offering service quality and developing long-term relationships	Low-emission logistics services Sustainability questionnaires Tenders/RFPs Sustainability reporting and ratings
Suppliers, Service providers, Business partners	Ensuring responsible sourcing, setting ESG standards and building trustful partnership	ESG questionnaires and joint projects
Government	Compliance with legal and regulatory requirements	Regulatory reporting Consultations on new legislation Participation in industry associations
Environment (silent stakeholder)	Reducing consumption of natural resources	Environmental monitoring Impact assessments Compliance with environmental regulations

Rhenus Group commitments and ratings

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

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

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



→ EcoVadis

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

→ Smart Freight Centre



As a member of Global Logistics Emissions Council (GLEC), Clean Cargo (CC) and Clean Air Transport (CAT), the Rhenus Group actively engages in advancing sustainability practices in ocean and air freight. This membership supports alignment with industry best practices for emissions reduction. (See further information on Clean Cargo and Clean Air Transport under [Smart Freight Centre](#).)

→ Carbon Disclosure Project



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

WE SUPPORT



→ UN Global Compact

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

[Rhenus SE & Co. KG | UN Global Compact](#)

→ The Science Based Targets initiative (SBTi)



The Science Based Targets initiative (SBTi) is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis. Rhenus has committed to near-term emissions reduction targets in line with the (SBTi).

Rhenus Group contribution to the SDGs

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



SDG 3: Good health and well-being

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



SDG 8: Decent work and economic growth

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



SDG 9: Industry, innovation and infrastructure

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



SDG 13: Climate action

As a logistics service provider, Rhenus focuses on reducing its carbon footprint, particularly in the areas of transport logistics and logistics properties such as energy efficient warehouses and transshipment terminals. By expanding our fleet of 500 vehicles powered by alternative drive systems, such as battery electric vehicles, we are driving climate action. In the air and ocean sectors as well, we are working to identify the lowest-emission transport options by adapting modes and selecting the most emission-efficient aircraft.

Material topics

Process to determine material topics

In 2023, Rhenus Group carried out a comprehensive double materiality analysis (“DMA”) in alignment with the European Sustainability Reporting Standard from the Delegated Regulation (EU) 2023/2772 of December 22, 2023 (“ESRS”). The results of this process were subsequently mapped to the Global Reporting Initiative (GRI) Standards to determine the material topics to be disclosed in this report.

The DMA is used to identify and assess Rhenus' material impacts on people and the environment by evaluating both impact materiality and financial materiality. Impact materiality refers to how the company affects the environment and society, and financial materiality refers to how sustainability-related risks and opportunities affect the financial performance and strategy of the company. Based on the outcome, identified material ESG topics that are significantly relevant to the Rhenus Group are therefore disclosed in our Sustainability Report.

Our process of determining materiality is defined in four key steps: (1) Consideration of value chain stakeholder engagement, (2) Qualitative identification of impacts, risks and opportunities (“IROs”), (3) Quantitative assessment of impact materiality and (4) Quantitative assessment of financial materiality. The DMA results were then consolidated and confirmed.

(1) Value chain consideration and stakeholder engagement

For consideration of sustainability impacts along our value chain, we analyzed the various business activities including rail, road, air, sea, inland waterways, port logistics and warehousing solutions. Understanding the context and influencing factors such as regulatory requirements, customer expectations, technological innovations and sociocultural changes has supported the identification of impacts, risks and opportunities arising externally. Engaging with our stakeholders was important to ensure that the stakeholders' perspective was incorporated into the impact assessment. Therefore, stakeholder groups were identified and assessed to gain valuable insights from their representatives.

(2) Qualitative identification of IROs

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





(3) and (4) Quantitative assessment of impact and financial materiality

Clear quantitative materiality analysis guidance has been set with the criteria for impacts, considering the scale, scope, remedy and likelihood. Assessment criteria for financial impact consider the magnitude (financial thresholds) and likelihood. A classification system was recommended to evaluate the IROs. Aspects such as time horizon (short-term = reporting year, medium-term = up to 5 years, long-term = more than 5 years), cause of impact (direct or influenced) and value chain location (own operations, upstream, downstream) provided additional explanation for the IRO assessment. As assessing ESG impacts and related risks and opportunities requires informed judgment, relevant internal and external data sources are consulted, with evaluations grounded in ESG expertise and conducted in a well-founded and verifiable way.

The material sustainability matters identified through the ESRS double materiality assessment were mapped to the corresponding topical GRI standards. This mapping formed the basis for defining the organization's material topics under the GRI framework and for determining the disclosures included in this Sustainability Report. Following an internal review, it is assumed that the double materiality assessment

conducted in 2023 will remain valid for the 2025 reporting period, as no material changes affecting impacts, risks or opportunities were identified.

List of material topics

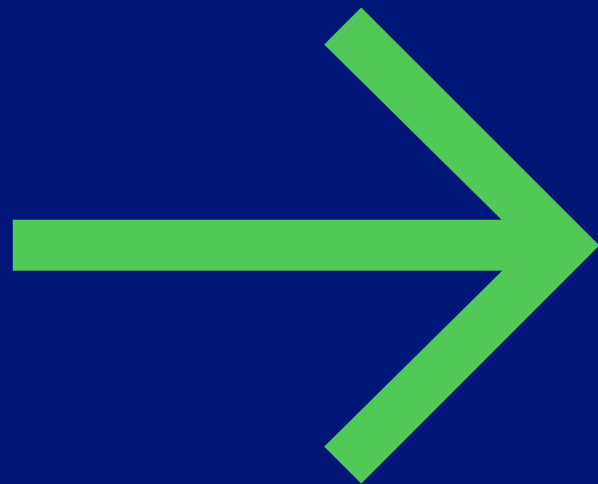
[Responsible Logistics and Climate Change](#)

[Recycling](#)

[People Sustainability](#)

[Health & Safety](#)

[Compliance Management](#)



Responsible Logistics & Climate Change

Climate change has emerged as a critical global issue with significant implications for long-term economic stability and business resilience. In this context, sustainable supply chain practices play an important role in reducing carbon emissions, optimizing resource use and minimizing environmental

impacts across operations. In September 2025, Rhenus launched its first Group-wide Environmental Policy, reflecting our commitment to continuous environmental improvement and the integration of sustainability considerations across all business activities.

Rhenus Group Environmental Policy

Objective



Implementation of a structured approach to energy efficiency, emissions reduction and sustainable resource use

Monitoring



Tracking environmental performance and progress with key performance indicators

Continuous improvement



Evaluating and enhancing measures to meet our goals and targets

Responsibility

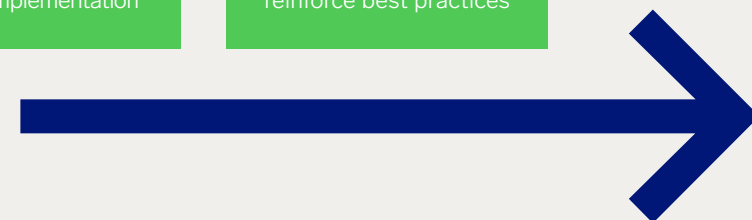


Assigned roles throughout the organization to ensure effective implementation

Training



Conducting training sessions to share knowledge and reinforce best practices



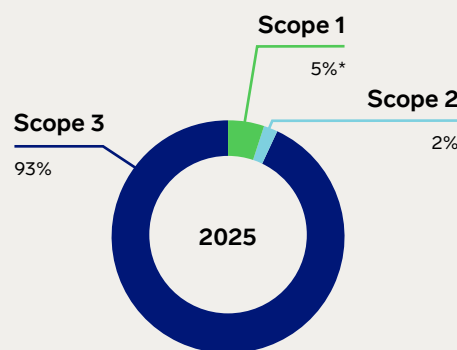
Rhenus Group emissions management

The Company Carbon Footprint (CCF) quantifies the total greenhouse gas (GHG) emissions generated by Rhenus Group-wide activities over the financial year. It includes direct emissions from operations as well as indirect emissions from purchased energy and relevant value-chain activities. Used to support climate-related management and target setting, the emissions inventory is accounted in accordance with GHG Protocol.

Our Scope 1 and 2 emissions arise mainly from energy consumption in warehouses, offices and electric vehicles as well as fuel use from owned or leased trucks or company cars and inland waterway transport. Scope 3 is dominated by Scope 3.4 Upstream Transport & Distribution, especially air, sea and road transport. Being asset-light, the main part of emissions occur outside the direct operational boundaries and are consequently reported as indirect emissions.

Since 2024, which serves as the base year for the emission reduction targets, Rhenus has calculated GHG emissions across all material Scope 1, Scope 2 and Scope 3 categories. The implementation of a new ESG management platform in 2025 enabled a comprehensive review and verification of

emissions data, resulting in enhanced accuracy, consistency and transparency across all scopes. As part of this process, base year emissions were recalculated to reflect improved data availability, refined methodologies and updated emission factors. Emission factors applied in the calculation process are primarily sourced from recognized international databases and governmental publications and are embedded within the platform's calculation framework. Where available, region-specific and energy-source-specific emission factors are applied to enhance the precision and relevance of reported emissions.



Total carbon footprint 2025 (market-based)

3.41 mln
tCO₂e

*including fossil and biogenic emissions



GHG emissions/Carbon footprint

Greenhouse gas (GHG) emissions are gases that trap heat in the atmosphere, contributing to climate change. A company's carbon footprint represents the total GHG emissions generated directly and indirectly through its operations, expressed in CO₂ equivalents (CO₂e).

Common greenhouse gases include:

- Carbon dioxide (CO₂) – from fuel burned by trucks, ships, planes or warehouse energy use
- Methane (CH₄) – from waste or fuel storage leaks
- Nitrous oxide (N₂O) – from certain industrial processes and vehicle emissions controls
- Fluorinated gases (F-gases, e.g. HFCs, SF₆) – from refrigeration and cooling systems in warehouses and vehicles

EcoTransIT World

We calculate our Scope 3 transportation emissions using EcoTransIT World, the global industry leader in modeling freight transport emissions. The tool is developed and continuously refined in close collaboration with scientific partners, ensuring that the latest research findings are incorporated into its methodology.

EcoTransIT World is accredited by the Global Logistics Emissions Council (GLEC) and aligned with ISO 14083, the internationally recognized standard for quantifying GHG emissions arising from transport chain operations. This methodology represents the central framework for emissions accounting across our industry.

As an asset-light company, EcoTransIT World enables us to track indirect emissions at a highly granular, shipment-specific level. This transparency allows us to identify key emission drivers and potential levers for reduction, supporting data-driven decarbonization measures across our transport network.

For ocean freight, EcoTransIT World draws on the Clean Cargo database, which collects and analyzes carrier-specific primary emissions intensity data directly from shipping lines. This ensures a high level of accuracy and representativeness in maritime emissions calculations.

Rhenus Group is an active member of the EcoTransIT World Methodology Committee, contributing to the ongoing development and enhancement of the tool.



Smart Freight Centre

Rhenus Group actively engages with the Smart Freight Centre to drive sustainable innovation across the logistics sector. As a member of the industry-specific programs Clean Air Transport and Clean Cargo, Rhenus contributes to the development and refinement of best practices for emissions reduction and cleaner transport solutions.

Through participation in the Global Logistics Emissions Council (GLEC), Rhenus collaborates with leading industry stakeholders to advance global standards, promotes harmonized reporting and drive the continuous evolution of transparent, data-driven emissions methodologies across the logistics sector.

This proactive involvement allows not only to stay at the forefront of sustainability innovation but also to shape the evolution of industry standards, fostering a logistics ecosystem that is more transparent, efficient and environmentally responsible.



Scope 1

All direct greenhouse gas emissions from sources we own or control (e.g. vehicle fleet or natural gas)

Scope 2

Indirect greenhouse gas emissions resulting from the purchase of energy – electricity, heat, steam and cooling – that are produced outside the company (e.g. electricity consumption)

Scope 3

Indirect greenhouse gases generated in the upstream and downstream parts of our company's value chain (e.g. transportation, waste)



Emissions development

Overall, the emissions development of Rhenus reflects both operational changes and strategic decisions taken to support business growth while progressing on our decarbonization journey. When comparing the current reporting year to the previous year, emission trends differ across scopes and need to be interpreted in context.

Scope 1 emissions

Scope 1 emissions decreased by 0.8% compared to the previous year. This reduction is primarily driven by a continued shift away from fossil fuel-based energy sources within our own operations. The increased substitution of fuel-based processes with electrified alternatives has contributed to lower direct emissions. This development shows that our efforts to reduce direct energy consumption are beginning to take effect and supports our long-term objective of lowering Scope 1 emissions through efficiency measures and fuel switching.

Scope 2 emissions

Scope 2 emissions increased by 11.49% year-over-year. This increase is largely linked to the same strategic shift that reduced Scope 1 emissions: the transition from fuel-based energy use to electricity. As more processes and assets are electrified, overall electricity demand has increased, which is reflected in higher Scope 2 emissions.

This development should therefore be understood as a structural shift rather than a setback. Increasing electrification is a necessary step toward decarbonization, as it enables further emission reductions through efficiency improvements and the future expansion of low-carbon and renewable electricity sourcing.

Scope 3 emissions

Scope 3 emissions increased by 0.4% compared to the previous year. The primary driver of this increase is a rise in Category 3.4 emissions, which are related to transportation and distribution activities. As an asset-light company, we rely heavily on external logistics and transport service providers. In the reporting year, several business units achieved higher order volumes.

To manage the increased demand, part of the expanded transport volume was handled by external service providers. Given the limited availability of lower-emission transport solutions in certain regions and periods, the higher volume could not always be handled with the same emissions efficiency achieved in 2024.

Despite this increase, the overall year-over-year change in Scope 3 emissions remains relatively small, demonstrating that growth-related effects were partially mitigated through ongoing efficiency efforts and close collaboration with partners.

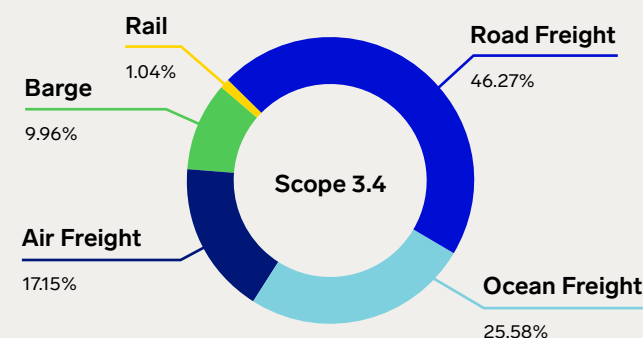


Overall assessment

In summary, the emissions development across all scopes reflects a positive and forward-looking transformation of our operations. The reduction in Scope 1 emissions demonstrates tangible progress in lowering direct emissions, while the increase in Scope 2 emissions is a consequence of strategic electrification efforts that enable long-term decarbonization. The slight increase in Scope 3 emissions is mainly growth-driven and consistent with our asset-light business model.

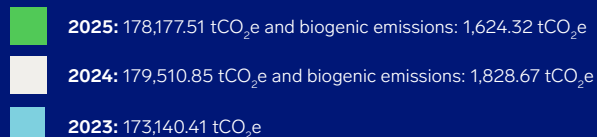
Taken together, these trends underline our commitment to balancing business growth with responsible emissions management and to continuously improving our climate performance across the value chain.

Emission Breakdown by Mode of Transport

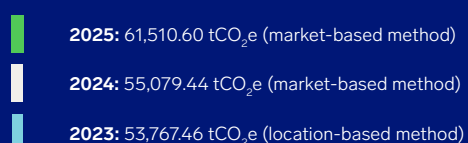


Emissions development

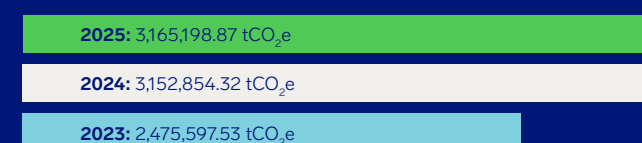
Scope 1: Direct GHG emissions



Scope 2: Energy indirect GHG emissions



Scope 3: Other indirect GHG emissions



Market and emission trends in 2025

Global transport logistics in 2025 continued to be shaped by geopolitical disruptions, regulatory developments, and shifting trade dynamics, all of which had a direct impact on emission trends across both ocean and air freight.

In ocean freight, the ongoing conflict in the Red Sea region led many carriers to avoid the Suez Canal throughout most of 2025. Instead, vessels were rerouted via the Cape of Good Hope, significantly increasing voyage distances and transit times. This detour is clearly reflected in elevated emissions levels due to higher fuel consumption on trade lanes between Asia and Europe. Although some carriers began cautiously reintroducing Suez Canal transits toward the end of the year, overall utilization remained limited, reaching only around 15–20% by late 2025. At the same time, capacity developments mirrored global trade shifts: increased capacity on the Asia–North Europe trade lane reflected China's renewed export focus, while reduced capacity from Europe to the United States was observed due to the impact of US tariffs.

In air freight, structural constraints also contributed to higher emissions. The continued closure of Russian airspace for Western airlines forced European carriers in particular to operate longer alternative routings on Europe–Asia corridors. Depending on the specific hub, this resulted in additional fuel burn of approximately 15% and up to 40% depending on the location of main hubs, directly increasing emissions intensity per shipment. On the regulatory side, the European Union's mandate for Sustainable Aviation Fuel (SAF) came into force, requiring fuel suppliers to blend 2% SAF into their total aviation fuel supply at Union Airports. While airlines are not directly mandated, they access SAF through a mass-balancing system across EU airports. At the same time, Rhenus Group is contributing to the industry's effort toward standardized accounting mechanisms and improved data exchange frameworks for SAF allocation to make the impact transparent to all aviation stakeholders reporting emissions in Scope 3.

Overall, these developments highlight how external disruptions and policy measures are not only reshaping logistics networks but also driving notable changes in transport-related emissions.





The road freight sector was under pressure as a result of multiple factors in 2025. These include but are by far not limited to the following aspects that also impact the emissions emitted by the sector.

For one, the sector has experienced substantial fluctuations in volumes. These were caused in part by the struggling or stagnating economy in key European countries and the uncertainties resulting from the tolls imposed by the US government. Such fluctuations threaten optimized utilization of transport capacities and the demand for short notice changes in operations resulting in inferior conditions for emission reductions through efficiency gains.

Another factor impacting the optimization of network routing and flexibility is the substantial driver shortage in Europe. According to IRU, 12.1% of driver positions were not filled in 2025. This is a continuation of a worrying trend that is greatly impacting the road transport sector and threatening efficient flows, thereby increasing the risk of empty trips and higher emissions per shipment.

Finally, companies operating in the road transport sector are under a heavy financial strain. Pressures from increases in labor costs and declining freight volumes threaten margins, which in turn impacts investment capabilities. According to the ACEA, registrations of new trucks decreased in 2025 by 6% compared to 2024. This decline is indicative of reduced roads renewal, resulting in less efficient vehicles on European streets. Moreover, limited investment capabilities also hinder the ramp-up of electric truck adoption in the European market, making low-emissions transport difficult to achieve and thus more expensive.

Rhenus decarbonization pathway

The Rhenus Group remains dedicated to achieving net-zero greenhouse gas emissions by 2045. Our decarbonization pathway is grounded in a long-term strategic ambition: to systematically reduce emissions across our businesses while contributing to the transformation of the logistics sector. As we continue our transition toward low-carbon operations, we are investing in innovative technologies and scalable operational models designed to strengthen climate resilience and deliver measurable environmental benefits.



Alternative fuels

Alternative fuels are low-emission or non-fossil fuels used instead of conventional diesel or gasoline. In logistics, these include biofuels, renewable diesel, hydrogen and electricity for trucks, vans and other fleet vehicles. These fuels function by either combusting more cleanly than conventional fuels, utilizing energy from renewable sources or converting chemical or electrical energy directly into propulsion in electric or hydrogen-powered drivetrains.

Key reduction levers

Data and analytics:

We strengthen data quality, consistency and accuracy to ensure reliable measurement, monitoring and transparent reporting of emissions.

Energy for buildings:

We improve the energy efficiency of warehouses, terminals and offices through energy management systems and renewable electricity sourcing.

Low-carbon transport solutions:

We integrate alternative fuels, electrified fleets and intermodal transport solutions to reduce emissions from freight and logistics operations.

Supplier collaboration and customer engagement:

We manage the transition, serving as the bridge between industry, customers and carriers across air, road and sea.



Science-based targets:
Strengthening our climate ambition

**In 2025, we made
the strategic decision
to commit to the
Science Based Targets
initiative (SBTi).**

This commitment underlines our strong ambition and long-term strategic focus on climate protection and clearly demonstrates our determination to consistently advance our decarbonization efforts in line with climate science. By aligning our targets with the goals of the Paris Agreement, we are reinforcing our responsibility to contribute to global climate action and to reduce our greenhouse gas emissions in a measurable and credible manner.

Building on this commitment, we are developing a highly granular decarbonization roadmap that allows us to identify, assess and implement decarbonization levers at the individual location level. This detailed approach enables us to better understand emission drivers across our operations, prioritize targeted reduction measures and systematically manage implementation over time. Furthermore, it significantly enhances transparency by providing clear insights into our decarbonization levers, progress milestones and remaining reduction potential.

Through these two key strategic initiatives, Rhenus has further strengthened its sustainability pathway and embedded decarbonization more deeply into its operational and strategic decision-making processes. Together, they form a robust and forward-looking foundation which will allow for continuous improvement, accountability and effective climate action in the years to come.



Strategic focus

Our sustainability strategy is grounded in compliance, yet we aim to proceed far beyond. While fulfilling regulatory requirements remains essential, our focus is shifting toward a holistic sustainability approach that actively drives business value. This strategy centers on four core goals:

Legal certainty

We ensure full compliance with both current and future regulations to avoid penalties, sanctions and reputational risks. By maintaining a strong regulatory foundation, we secure operational stability and protect the organization's long-term credibility.

Unlocking new markets through sustainable innovation

Sustainability is an engine for growth. We develop sustainable products and services and bring them to market profitably. Additionally, we provide access to ESG-oriented customer groups whose expectations align with responsible and forward-looking business practices.

Competitive advantages and customer centricity

To maintain our market competitiveness, we differentiate ourselves through an innovative sustainability strategy, aiming to outperform the market. By building a clear, recognizable sustainable brand, we strengthen customer trust and create new opportunities for profitable growth.

Sustainability progress and recognition

We continue to advance our sustainability agenda through strong performance in leading global ESG assessments, including ratings from EcoVadis and CDP. We strengthen our climate ambition by submitting our targets to the Science Based Targets initiative (SBTi), aligning our actions with science-based pathways to limit global warming. To further reduce emissions in our logistics operations, we expand our collaboration with the Smart Freight Centre, supporting transparent and credible freight emission methodologies.



Rhenus energy management

At Rhenus, we carefully manage our energy consumption through specialized tools that enable precise tracking and monitoring across our operations. This data-driven approach supports the identification of opportunities to improve efficiency and reduce our environmental footprint.



Renewable energy

Energy derived from natural sources that are replenished over time, such as solar, wind or hydropower. It is considered more sustainable as it produces little or no greenhouse gas emissions compared to fossil fuels.

Our **energy strategy**, developed and implemented by a dedicated **internal energy solutions function**, is fully aligned with our **sustainability goals** and focuses on comprehensive green energy initiatives as part of the Group's **broader environmental commitment**.





Energy procurement activities – primarily in Germany – are centrally coordinated, including the tendering, negotiation and conclusion of contracts for electricity and natural gas. This function also serves as the central point for sourcing CO₂-neutral electricity, including the procurement of guarantees of origin, support for solar panel projects and the facilitation of power purchase agreements. For example, a framework agreement was signed for power delivery points in Germany for the years 2027 and 2028, with approximately 20% of the supply volume coming from an off-site power purchase agreement from a solar park. In addition, close coordination with the sustainability function ensures accurate validation of international energy consumption and emissions data.

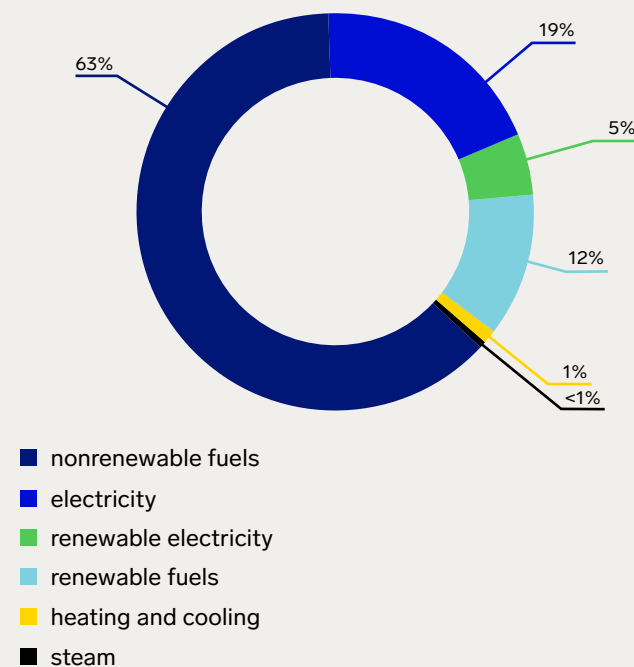
As part of our ongoing commitment to sustainability, we plan to broaden the scope of our Group Energy Solutions strategy and implement it on a global scale. This expansion aims to strengthen our efforts in promoting renewable energy and optimizing energy use throughout all the regions in which we operate.

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

Total energy consumption



Energy source composition in 2025





Rhenus Air & Ocean

Rhenus Air & Ocean (A&O) is the global freight forwarding division of Rhenus Logistics, providing end-to-end supply chain solutions across air, ocean, intermodal and project logistics. With a strong global network and local execution capabilities, we support customers from procurement and production through distribution, delivering reliable, flexible and scalable logistics solutions across international trade lanes.

Our air freight solutions focus on speed, reliability and precision for time-critical and high-value cargo. Services include export and import air freight coordination, port-to-port and door-to-door delivery, charter solutions for oversized or urgent shipments and temperature-controlled and dangerous goods handling, as well as full customs documentation and compliance support through our global airport network.

Rhenus A&O provides comprehensive ocean freight solutions tailored to diverse cargo needs. Our services include Full Container Load (FCL) and Less-than-Container Load (LCL) shipments, buyers' and sellers' consolidation, project and break-bulk cargo handling and temperature-controlled ocean transport, all supported by strong carrier partnerships and standardized processes.

Beyond air and ocean solutions, Rhenus A&O provides integrated intermodal and project logistics solutions, combining road, rail, inland waterways and deep-sea transport. Our capabilities include complex and heavy-lift project cargo, transport engineering and industry-specific solutions for sectors such as life sciences, automotive, energy and chemicals. Across all modes, standardized processes, digital tools and operational excellence ensure transparency, efficiency and scalable logistics performance worldwide.

A&O's sustainability strategy

Our sustainability framework underpins long-term business success by embedding sustainability into logistics operations, governance and decision-making. Guided by the values of Rhenus, we focus on delivering low-emission logistics solutions, responsibly managing our environmental footprint and strengthening sustainability-driven leadership across the organization.

Our approach is based on the principle of “seamless sustainability”. This means we do not add sustainability on top of the business; instead, we design the business so sustainability is naturally integrated into how it operates. By embedding sustainability into processes, data and people, we ensure consistent delivery across the organization rather than relying on standalone initiatives.

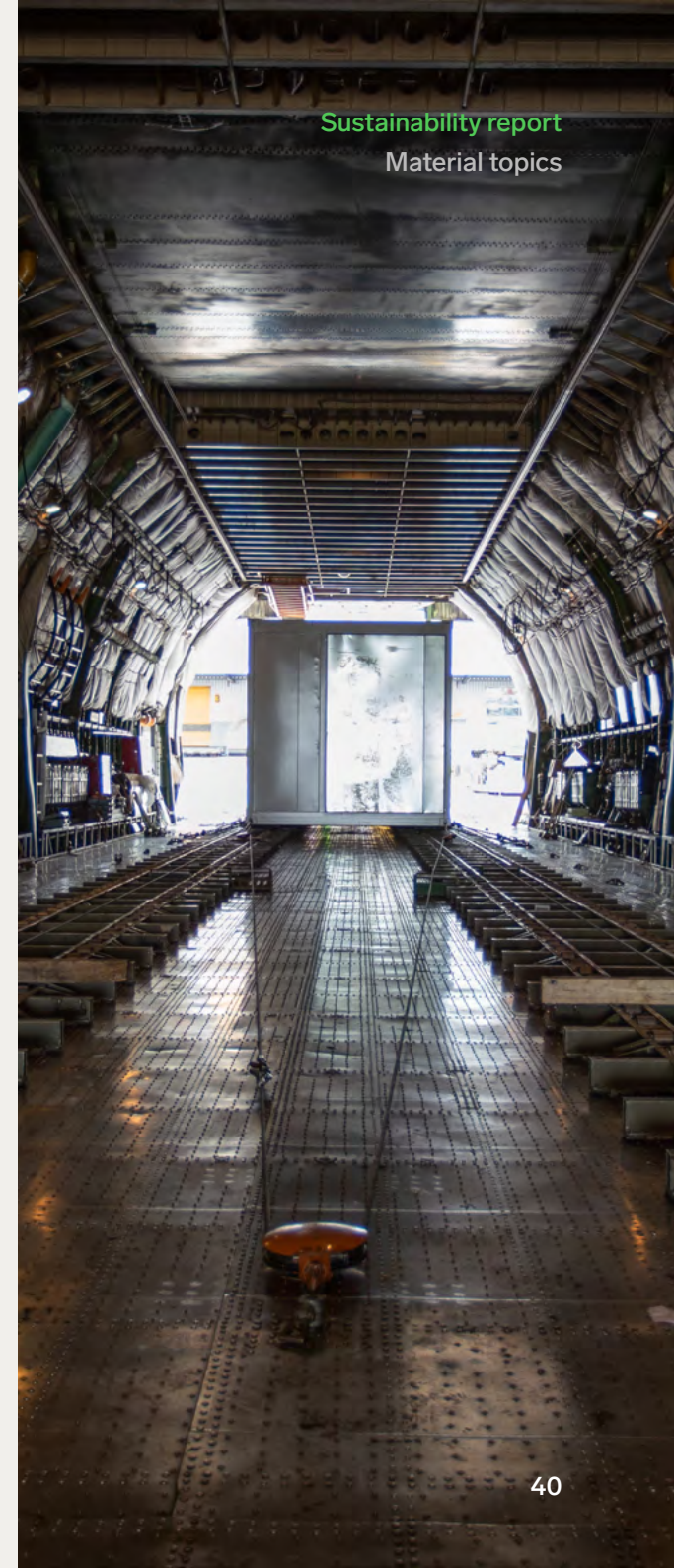
Internally, we focus on building the capabilities and foundations that enable the business to deliver sustainability consistently. This includes embedding sustainability requirements into operational processes, strengthening governance and data management systems and developing knowledge and ownership across teams. A verified GHG emissions inventory covering Scope 1, Scope 2 and Scope 3 emissions provides the data foundation for managing environmental performance.

Emissions are calculated in line with internationally recognized standards including ISO 14064-1, ISO 14083, the GHG Protocol and the GLEC Framework, ensuring transparency, comparability and credibility.

Externally, sustainability is positioned as a core element of our customer value proposition.

By integrating emissions transparency, responsible operations and lower-emission logistics solutions into our offerings, we support customers in achieving their sustainability goals.

This approach strengthens long-term partnerships, enhances market competitiveness and reinforces our role as a responsible and trusted logistics partner.



Delivering real and measurable impact

Our strategy focuses on delivering real and measurable outcomes, including:

- Reducing emissions across logistics operations and transport activities (e.g. by using SMF and SAF)
- Transitioning toward electric and low-emission vehicles
- Increasing the use and contribution of renewable energy
- Strengthening ESG governance and accountability
- Embedding sustainability into commercial offerings and customer solutions

These actions support our ambition to achieve net zero by 2045, while strengthening resilience and competitiveness across the global logistics value chain.



Governance and policy framework

Our Sustainability and Environmental Policies align global standards with local operational realities, ensuring ethical conduct, regulatory compliance and consistent implementation across all entities. Governance is led by the Sustainability Steering Team, with execution supported by appointed functional leaders across the country network.

Sustainability considerations are integrated into business strategy and aligned with international initiatives such as the UN Global Compact and the Sustainable Development Goals (SDGs). Transparency and accountability are ensured through structured reporting under recognized frameworks, including CSRD, alongside external verification of key performance indicators.

Pathway to low-carbon solutions

A&O's sustainable approach provides "3-Step Solutions", which serve as a roadmap to guide our customers toward more sustainable logistics practices and support their sustainability maturity journey.

1 Measure

Our emissions dashboard empowers customers to meticulously track and measure the emissions produced by their shipments, fostering transparency and accountability – with adherence to international standards and guidelines such as ISO 14083 and the GLEC Framework.

2 Optimize

We support customers in optimizing their emissions by introducing more efficient air freight options through RHEGREEN and providing tools referred to as the Transport Mode Optimizer which identify the most emission-friendly mode of transport before booking shipments. These initiatives are not just about efficiency; they reflect our commitment to reducing the ecological footprint of every shipment.

3 Inset

Following the measurement and optimization of emissions, the final step focuses on the transition to alternative fuels. We are collaboratively investing into biofuels, such as SAF or SMF to drive the energy transition with a targeted ambition. This is not just a set of solutions; it's a narrative of conscious choices, a story where each step represents a purposeful stride towards a more environmental-conscious future in logistics.

Strengthening supply chain decarbonization

The emissions dashboard provides a comprehensive overview of the CO₂e emissions generated by our Air & Ocean shipments, including both FCL and LCL movements. Through an intuitive interface, customers can access key shipment information such as freight type, gross weight, volume and associated emissions, enabling greater transparency of the carbon footprint of their logistics activities. In recent years, customer awareness of logistics-related emissions has significantly increased. Beyond traditional considerations such as cost and transit time, there is an increasing emphasis on understanding, tracking and managing the emissions associated with their shipments. As a result, companies increasingly require reliable data to record and report logistics emissions as part of their sustainability strategies and disclosure frameworks. The solution has proven effective in supporting customers with emissions monitoring, sustainability reporting and the integration of logistics emissions data into their broader environmental and sustainability initiatives.

RHEGREEN is one of the flagship sustainability initiatives, an emission efficiency tool that enables customers to integrate emissions considerations directly into their air freight decision-making. The tool provides visibility of the estimated CO₂e emissions associated with various flight

options, allowing customers to evaluate shipments not only based on cost and schedule, but also on the emissions generated by each aircraft. By comparing available flight options, higher-emission aircraft can be avoided and more efficient alternatives selected, enabling CO₂e reductions of up to 40% per shipment. The calculation methodology is based on equipment type, fuel consumption profiles and the distance to be covered, ensuring a transparent and data-driven approach. The solution also provides trackable emissions performance, enabling customers to communicate measurable results to their stakeholders and integrate the data into their sustainability reporting. This solution is already being used across multiple regions, and is evidence of the growing global demand for more sustainable air freight solutions.

The **Transport Mode Optimizer** enables smarter logistics decisions by providing a comprehensive comparison of transport options across air, ocean, rail, truck and barge. The tool evaluates each option based on cost, transit time and associated CO₂e emissions, helping customers identify the most appropriate transport mode while balancing efficiency and sustainability. By highlighting the emissions impact of various transport modes, it can significantly reduce the carbon footprint of shipments. For example, switching from air freight to ocean freight can reduce transport emissions by up to ~95–98%, depending on the route and

cargo characteristics. This allows to actively avoid high-emission transport options when transit time permits, while maintaining operational efficiency. Beyond sustainability benefits, the tool also improves planning agility, resource allocation and transparency during tender processes, sales discussions and transport emissions benchmarking. By integrating cost, time and emissions into one decision-support framework, the Transport Mode Optimizer helps customers move toward more informed and sustainable logistics planning.





Rhenus Overland Transport

The Overland Transport Division is responsible for national and international road transportation and represents a core pillar of our service portfolio. Covering a broad spectrum of solutions – from groupage to part- and full-truck loads, last-mile delivery as well as specialized transport services – the Overland Division connects key economic regions across Europe. To ease logistics and supply chain management for our customers, we also provide transport-related warehousing solutions and customs handling in addition to our transport services, enabling seamless end-to-end logistics across borders.

Road transport is essential for our activities at Rhenus, providing flexible and reliable goods movement across Europe for our customers. At the same time, it is one of the largest contributors to transport-related emissions within the Group. Therefore, Overland Transport plays a significant role in achieving our corporate sustainability objectives.

Decarbonization developments in road logistics

Decarbonization in road logistics is becoming an essential aspect of corporate climate strategies, driven by regulatory developments, customer expectations and technological progress. The sector is increasingly exploring solutions such as vehicle electrification, alternative fuels and efficiency-oriented routing to reduce emissions across regional and long-haul operations.

One measure to reduce road-based emissions at Rhenus Overland is the introduction of electric vehicles. Electrification in transportation offers substantial environmental advantages. Electric vehicles can cut lifecycle CO₂ emissions by up to 70% of total greenhouse gases compared with combustion-engine vehicles, depending on the carbon intensity of the electricity grid and the availability of solar systems or the purchasing of green energy.

Rhenus Overland has initially focused on the last-mile segment, where the limited driving range of early electric vehicle generations poses fewer operational constraints and where urban environments offer significant opportunities for emissions reduction.

In Germany, for example, we currently operate approx. 700 electric light- duty trucks, with further investments planned.

The expansion of this fleet requires the development of suitable charging infrastructure, which we are implementing through AC/DC charging solutions at several branches.

In 2025, we also extended our activities to include the electrification of heavy-duty vehicles, including the operation of a daily international line haul serviced exclusively by electric 40t trucks.

In addition to electrification, Rhenus Overland utilizes alternative fuels, as we see a huge potential in diversifying reduction measures so as to be adaptable to heterogeneous market requirements. Biofuels such as HVO100, CNG/biomethane and biofuel can serve as transitional renewable alternatives to fossil fuels and can significantly reduce

lifecycle greenhouse gas emissions. HVO100, when produced strictly from waste and residue oils, can achieve CO₂ reductions of around 85 – 90% under optimal conditions. CNG derived from biogas (biomethane) also shows strong emission benefits, delivering approximately 50 – 70% lower lifecycle GHG emissions compared to fossil natural gas, depending on the specific supply chain and methane leakage performance. Biodiesel (B100) provides substantial reductions as well: lifecycle analyses report around 74% CO₂ savings relative to petroleum diesel. At Overland Transport, we utilize all three alternative fuels described above. Depending on the country infrastructure, the transport requirements and the carrier capabilities, having flexibility allows Rhenus Overland to reduce emissions in multiple ways.

In 2026, Rhenus Overland will pilot a hydrogen-powered truck. Although hydrogen technology is not yet fully market-ready or economically viable, we remain committed to exploring emerging solutions and contributing to their technical advancement. Our focus continues to be on reducing emissions in ways that are both operationally practical and that deliver meaningful impact for our customers and our business.

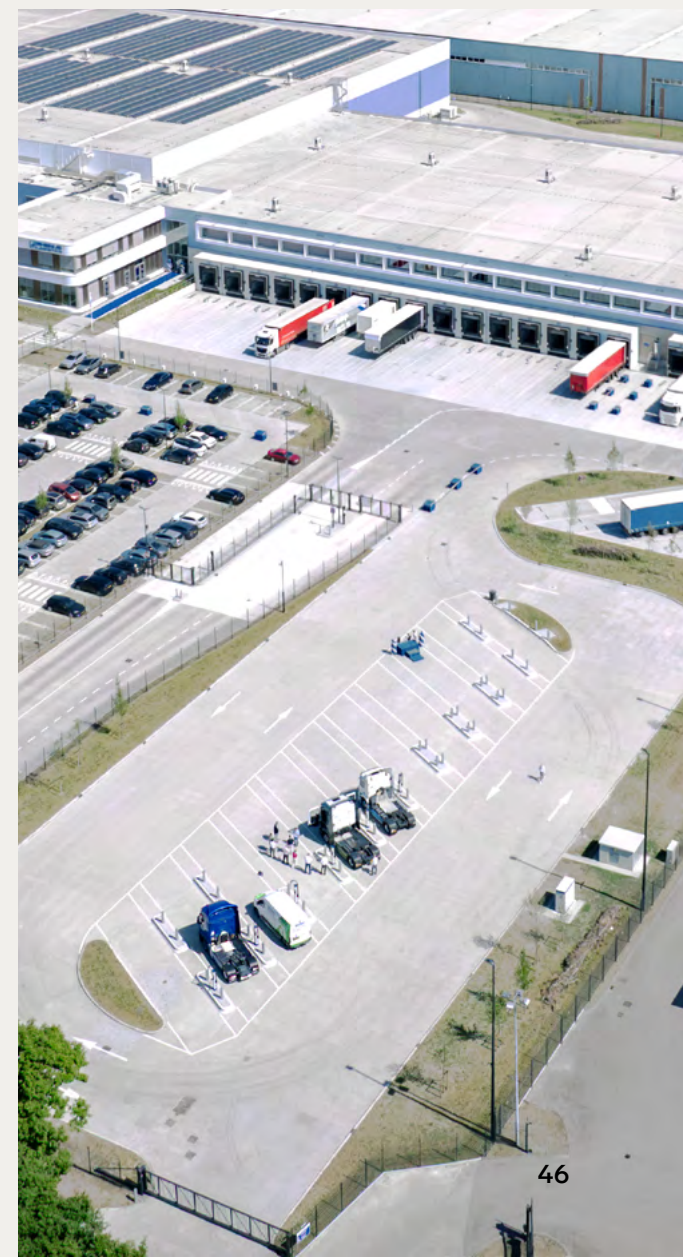
Energy management in buildings and operations

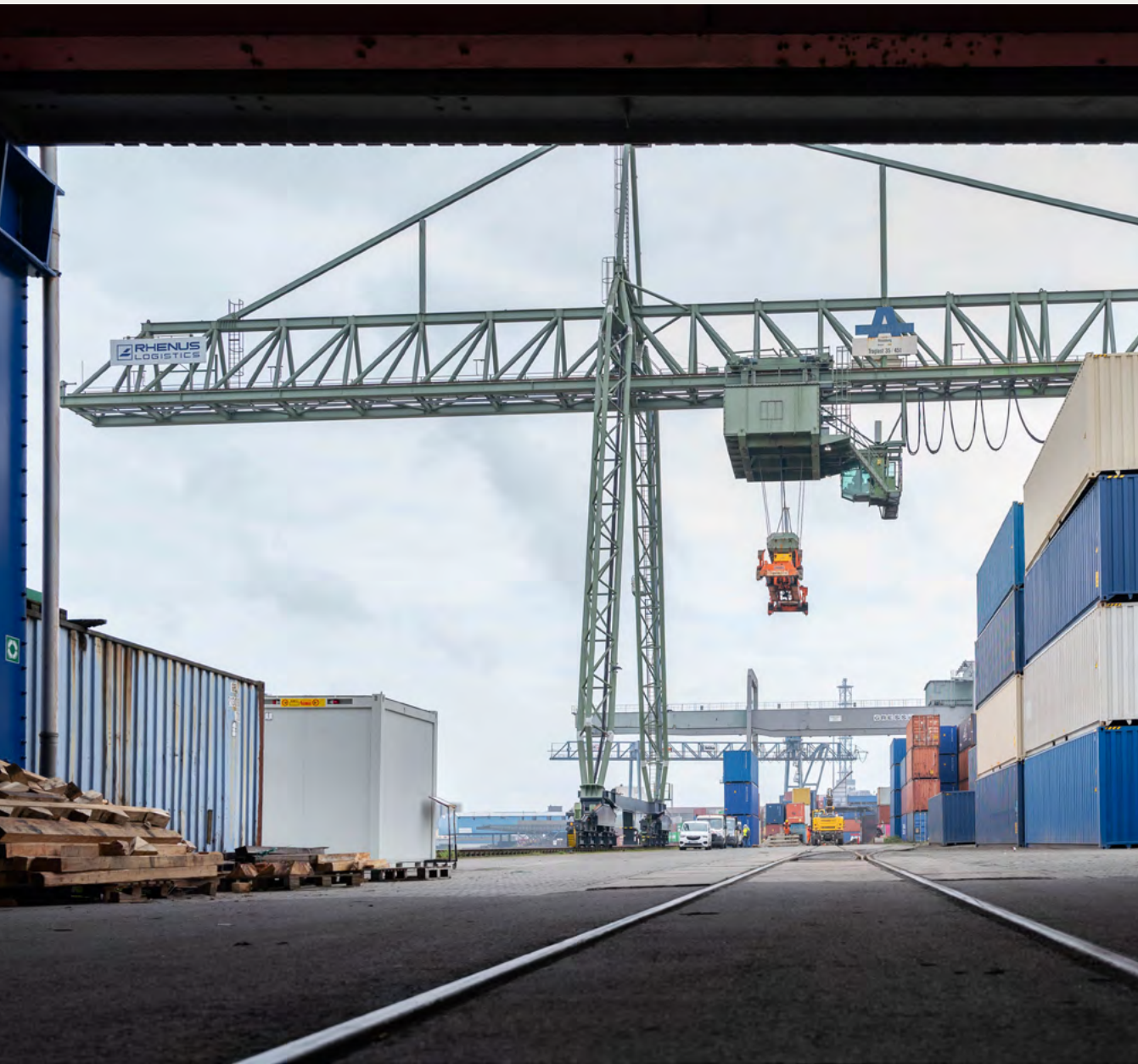
Within our buildings, we also strive to reduce emissions. Many branches are equipped with LED lighting and motion sensors, reducing unnecessary or energy-intensive lighting wherever possible. Moreover, Rhenus Overland is successively replacing its forklift fleet and other industrial trucks with electric vehicles, reducing emissions and improving the working environment within our warehouses. Many buildings have been a part of our operations for a long time, but when a move or a build becomes necessary, we strive to incorporate sustainability objectives to the best of our abilities, for example:

- the new BREEAM "Excellent"-certified facility in Venlo,
- our new facility in Dublin achieving LEED v4 Gold standard,
- our extended and renovated warehouse in Dietzenbach and
- the relocation to the newly built branch in Nuremberg.

Energy management forms an additional component of our emission reduction activities. Where operational and structural conditions permit, Rhenus Overland proactively advances the installation of solar systems across its sites and continues to broaden these measures in a targeted manner. Moreover, a significant number of branches have obtained ISO 50001 certification and/or procure green electricity, thereby further supporting our efforts to reduce our environmental footprint.

Overall, Rhenus Overland Transport continuously pursues alternative solutions across all business areas to reduce emissions in a measurable and scalable manner, supporting the Group's commitment to achieve SBTi targets.





Ports and Port Transport

At Ports and Port Transport, we continued in 2025 to ensure the reliable, safe and efficient transportation of our customers' goods via inland waterway vessels, rail and short-sea shipping, complemented by comprehensive port handling and terminal services. With the largest inland navigation fleet in Europe, we occupy a strong market position and remain focused on delivering integrated logistics solutions while systematically improving the environmental performance of our operations. Our activities are guided by the principle of balancing operational efficiency, supply reliability, and long-term value creation with responsible resource use and climate protection.

Inland waterway transport forms a core element of our transport portfolio and represents an inherently energy-efficient mode of freight transportation.

From a technical perspective, inland vessels benefit from favorable hydrodynamic conditions and high payload capacities, enabling the movement of large cargo volumes with comparatively low energy input per tonne-kilometer.

This efficiency contributes to a reduced emissions intensity per transport unit and supports the reliable handling of bulk, heavy, and project cargo. The suitability of inland waterways for such cargo types allows for streamlined

logistics chains, minimizes handling complexity, and supports stable, predictable capacity utilization within our integrated transport network.

Within our inland fleet, we continued to modernize assets and invest in technologies that support future regulatory and market requirements. In 2025, two new vessels entered operation. The MS Mannheim, which has been in service since early 2025, is equipped with H₂-ready propulsion technology, allowing for future conversion to alternative fuels once the necessary infrastructure becomes available. In addition, the MS Wörth, a hybrid vessel featuring a diesel-electric drive system, was successfully launched at the end of the year. Both vessels are equipped with a so-called father-and-son engine configuration, enabling the flexible operation of a large and a smaller engine either independently or in combination. This technical configuration allows engine output to be more closely aligned with actual load requirements, thereby reducing fuel consumption, improving operating efficiency, and lowering emissions, particularly during partial load operation.

In 2025, we further expanded our terminal network with the commissioning of a new site in Szczecin, Poland. The terminal is primarily designed for bulk cargo handling and strengthens our presence in the Baltic Sea region. From the outset, the facility was developed with a strong focus on energy efficiency and operational optimization. Modern equipment with improved energy performance, efficient material flow design, and digital process support enables resource-conserving terminal operations. The integration of these features supports both cost efficiency and the reduction of emissions across the handling process. The new terminal represents a targeted investment in future-proof infrastructure and supports our objective to enhance the environmental profile of our logistics services while expanding capacity in strategically relevant markets.



Beyond fleet investments, we continued to strengthen the use of renewable energy at our sites. In 2025, a new photovoltaic system with a capacity of 277 kWp was installed at our Plochingen location. The system increases the share of self-generated electricity and reduces dependence on externally sourced energy. This contributes to lower indirect greenhouse gas emissions and supports our long-term energy management objectives. The integration of on-site renewable energy generation also enhances resilience against energy price volatility and supports cost stability over the asset lifecycle.

Our established sustainability measures continued to deliver consistent environmental performance across the network in 2025. Activities such as the environmentally compliant handling and disposal of ship-generated waste and the ongoing use of electricity from renewable sources remain firmly embedded in daily operations. Regular replacement investments ensured the continued availability and efficiency of critical infrastructure and operating assets, reducing unplanned downtime and supporting reliable delivery service. At the same time, we advanced the planning and feasibility assessment of several forward-looking projects aimed at further reducing emissions and improving resource efficiency across both vessel operations and terminal activities.

From a financial perspective, these investments and measures are aligned with our long-term value creation strategy. Improvements in fuel efficiency, energy generation, and asset reliability contribute to reduced operating costs over time and mitigate exposure to regulatory, energy, and climate-related risks.

By integrating sustainability considerations into investment decisions, we aim to ensure that environmental performance improvements are achieved alongside stable cash flows and competitive positioning in the logistics market.

Looking ahead, we are preparing several significant sustainability and innovation initiatives for implementation from 2026 onwards. These include further fleet modernization measures, the evaluation of alternative fuels and propulsion concepts, and additional investments in energy-efficient terminal infrastructure. Together, these planned actions are expected to further enhance the environmental performance of our transport and port operations and to support the long-term transition toward low-emission logistics solutions. Through a disciplined investment approach and continuous performance improvement, we remain committed to strengthening its role as a reliable and responsible logistics partner in a transformative market environment.



Contargo

With an annual transport volume of 1.9 million TEU, Contargo is one of the largest container logistics networks in Europe. The company integrates container traffic between the western ports, the German North Sea ports and the European hinterland. Twenty-five container terminals in Germany, France and Switzerland serve as hubs, connected to the seaports via dedicated transport lines using inland waterway vessels, trains and direct trucks. Decentralized and centralized customer service organizations handle order processing. This concept makes Contargo a leading partner for shipping companies, freight forwarders and other stakeholders along the intermodal logistics chain.

Sustainability is viewed holistically at Contargo. While management sets targets, the paths to achieving them are individually tailored. This is similar to logistics, where the optimal route is planned not only efficiently but also with resource conservation in mind. It also compares to customer relations, where Contargo offers solutions that are both simple and sustainable. Because every single decision has an impact – on the company, the environment and society.

Economy, Ecology, Social

Biodiversity & Ecological Infrastructure

Environmental Impact Assessments
Protection of Natural Habitats
Water and Air Protection Measures

Health & Safety at Work

ISO 45001 Implementation
Employee Health Programs

Social Responsibility & Employee Development

Training, Fair Working Conditions
Diversity & Equal Treatment

Community Engagement

RhineCleanUp & Local Initiatives
Dialogue with Residents

Sustainable Innovation & Promotion

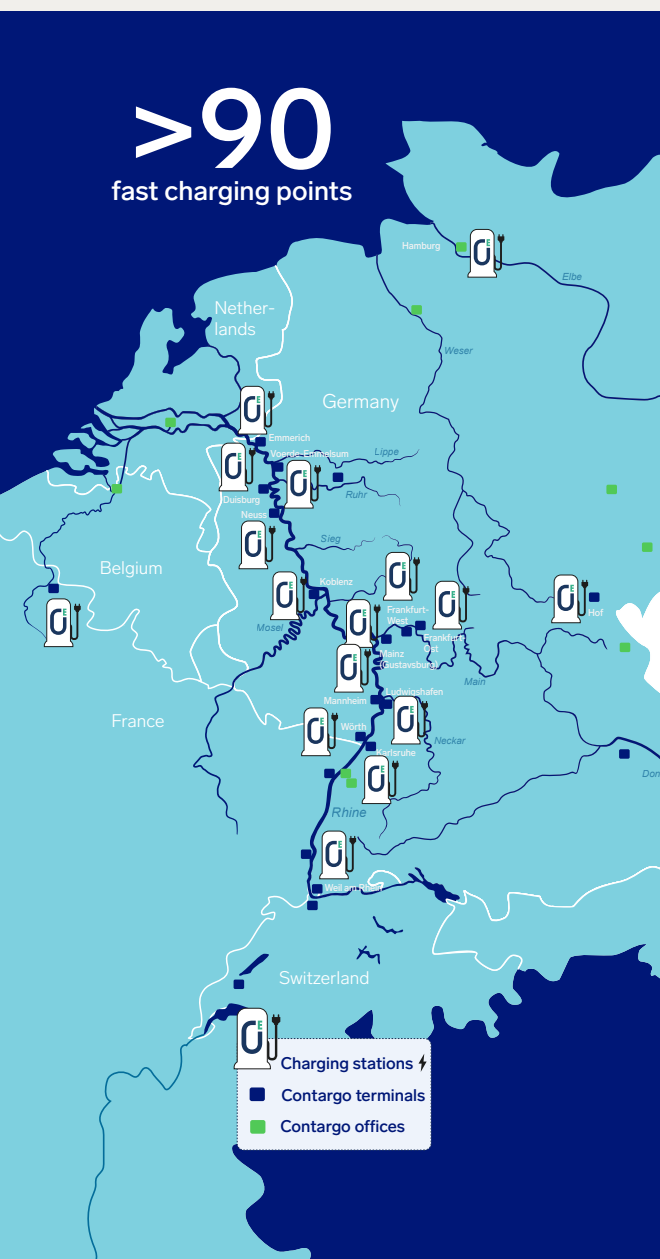
Utilization of Public Funding
Multimodal, Resource-Efficient Solutions

Our philosophy: Avoid, reduce, cooperate

While the current political and economic situation is tense, more and more companies are questioning climate targets or hesitating to take the next steps. But we are convinced that decisive action is necessary to shape a sustainable future – for all of us and future generations.

Combined transport using inland waterway or rail for the main leg and trucks for the pre- or post-carriage already avoids an average of 46 percent emissions compared to transport by truck alone. Since our goal is decarbonization by 2045, further measures to reduce emissions are necessary. We are acting on this path according to the philosophy “Avoid, reduce, cooperate”.





Electrification at the terminal and in local truck transport

Our analyses show that truck traffic on the first and last mile – between the terminal and the customer – accounts for the largest single share of our emissions, at around 19 percent. Against this backdrop, we are focusing our decarbonization strategy specifically on this area. Following successful trials of battery-electric trucks, we have confirmed their suitability as a solution and have systematically expanded our e-truck fleet.

In parallel, we are implementing intelligent energy management at our terminal locations. Energy-intensive processes, such as the operation of crane systems, are increasingly being combined with self-generated electricity from photovoltaic systems and regenerative braking. The goal is not only to utilize renewable energy but also to establish an efficient and stable energy system. By strategically managing power flows, we increase self-consumption, reduce peak loads and improve overall efficiency.

We take a holistic approach to the energy demand at the container terminal: intelligent control systems with buffer storage – which can be expanded in the future with second-life batteries from e-trucks – form the basis for efficiency improvements and a resilient energy supply. In addition,

where possible, we are replacing diesel reach stackers with energy-efficient electrically powered cranes.

At the same time, we are building one of Germany's largest private fast-charging networks at 15 locations. A total of 90 charging points, each with a capacity of 250 kW, are being installed, enabling flexible 24/7 operation of our 90 electric trucks. This charging infrastructure is intentionally designed to be scalable and forms the basis for the complete electrification of our entire fleet of approximately 750 trucks, consisting of our own vehicles and those of subcontractors. Furthermore, it creates opportunities for the integration of partner companies and thus contributes to the decarbonization of the entire transport chain.

Goal 2033:

40%
electrification



Thereof: **90% company fleet**,
12% subcontractors

Goal 2040:

100%
electrification





Decarbonization on the main leg

We handle or deliver our customers' containers at seaports. We utilize three modes of transport: rail, water and road. This not only allows us to offer environmentally friendly transport solutions but also makes us more flexible and reduces traffic congestion.



By rail

To make rail transport even more climate friendly, we plan to electrify further last-mile services and entirely convert some main routes to green electricity. Since we also want to expand combined transport beyond waterways, our goal is to increase the share of rail in our modal split. Therefore, we are expanding our corridors and further developing our sustainable rail services.

On the water

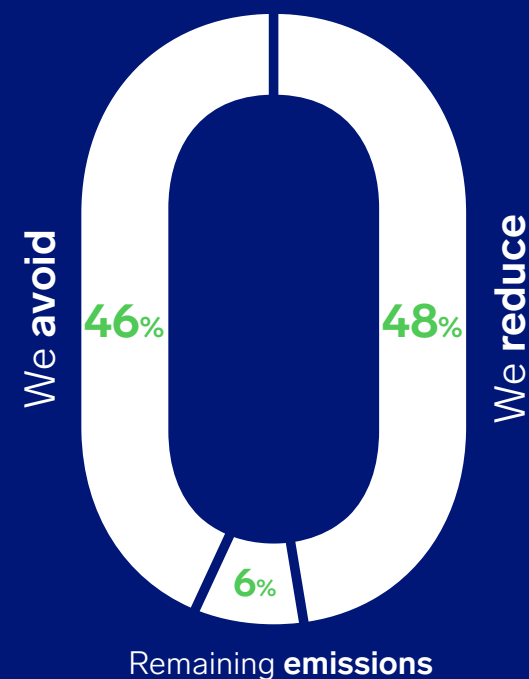
Contargo has been operating the innovative hybrid barge unit "Mannheim I+II" since the end of 2024. The hybrid drive couples modern diesel engines with a high-performance battery system and is prepared for the future use of hydrogen. The flexibly combinable and interchangeable drive systems power electric motors that are directly connected to the propeller shaft, enabling quiet operation. Two more coupled barges will follow in 2026.



By road

We are actively driving the transformation of our direct road services by scaling up electric propulsion. Electric trucks are already in regular operation on selected routes, allowing us to build hands-on expertise under real operating conditions. These deployments clearly show how route profiles matter: on longer distances, a higher share of highway driving significantly improves range and operational efficiency compared to urban traffic. With the extended range of the latest vehicle generations, new route options are becoming feasible, enabling us to meet the growing customer demand for reliable, low-emission logistics solutions.

econtargo makes our decarbonization measures in the transport sector bookable for customers, enabling them to actively reduce their emissions. This brings them a crucial step closer to their own climate goals.





Rhenus Automotive

Rhenus Automotive is the specialized division within the Rhenus Group focusing on production-related services and integrated logistics solutions along the automotive value chain. Its core activities include inbound, production and distribution logistics as well as complex assemblies of vehicle components for vehicle manufacturers and automotive suppliers. In a phase of profound transformation of the automotive industry, Rhenus Automotive supports its customers in adapting supply chains and processes to new technological, regulatory and environmental requirements.

Sustainability is not merely a group-level guiding principle for Rhenus Automotive, but an operationally embedded component of its business model. As a logistics and industrial partner to the automotive industry, the company assumes concrete responsibility for the environmental performance of production and logistics processes. Rhenus Automotive pursues the objective of systematically integrating sustainability into operational workflows and thereby making measurable contributions to reducing environmental impacts along its customers' value chains.

A key lever in this context is the continuous optimization of internal processes. Quality, stability and efficiency in

production and automotive logistics are deliberately used to reduce emissions and deploy resources more efficiently. Measures include, among others, the use of electric pool vehicles and industrial trucks, energy-efficient technical building equipment and the ongoing improvement of logistics processes. Rhenus Automotive does not view these measures in isolation, but as part of a long-term transformation pathway, with progress as well as limitations communicated transparently.

At the same time, Rhenus Automotive is actively involved in the transformation toward new powertrain technologies. As a partner to the automotive industry, the company participates in research and pilot projects related to the lifecycle of high-voltage batteries, thereby contributing to the sustainable design of future mobility solutions. This focus reflects Rhenus Automotive's role at the interface between industrial production, logistics and the circular economy.

In addition to environmental aspects, social responsibility is an integral part of Rhenus Automotive's sustainability approach. Employees are regarded as a key success factor for stable and sustainable processes in production and automotive logistics. Initiatives aimed at qualification, participation and early-career development support long-term skills development and enable employees to actively shape change within the industry.



The battery lifecycle company – circular economy for high-voltage batteries

A key element of Rhenus Automotive's sustainability-related activities is the joint venture The Battery Lifecycle Company GmbH (BLC). The company was founded by Rhenus Automotive SE and TSR Automotive GmbH to cover the entire lifecycle of lithium-ion vehicle batteries with a clear focus on repair, reuse and recycling.

BLC provides integrated services along the entire value chain of vehicle batteries – from initial inspection and deep discharging to repair, dismantling and the reuse of functional components, as well as the recycling of batteries that are no longer suitable for use. Batteries whose performance is no longer sufficient for use in vehicles are specifically prepared for second-life applications, for example, as stationary energy storage systems for renewable energy. Batteries that cannot be repaired are safely discharged and dismantled in order to return valuable raw materials to the economic cycle.

Through The Battery Lifecycle Company, Rhenus Automotive strategically combines its logistics and industrial expertise with specialized recycling know-how. The joint venture thus represents a concrete contribution to the establishment of closed material loops in electromobility and strengthens Rhenus Automotive's position at the intersection of automotive logistics, industrial services and the circular economy.



Warehousing Solutions

At Rhenus Warehousing Solutions, we provide our customers worldwide with tailored logistics concepts. Our portfolio includes state-of-the-art logistics centers, multi-user warehouses, in-house logistics solutions and comprehensive value-added services – all designed to enhance the efficiency and value creation of our customers' supply chains. Sustainability is a key priority for both our company and our customers. This is reflected in energy-efficient building concepts and initiatives to reduce emissions.

By integrating sustainable construction, advanced warehouse technologies and continuous optimization, Rhenus Warehousing contributes to the Rhenus Group's long-term ESG commitments and its goal of supporting customers in their decarbonization strategies.

We focus on the use of solar panels on warehouse roofs, heat pumps and energy-efficient building technology, electric charging points for vehicles and the construction of certified green buildings. We work with an energy management system at many locations, which enables us to measure and continuously reduce energy consumption. This includes typical measures such as intelligent building control, LED lighting and the monitoring of energy indicators.

We also support our customers on their path to sustainable packaging and processes. We focus on reducing packaging materials and implementing recycling and waste reduction strategies.

Leading from home: sustainable operations at our German warehouses

At Rhenus Warehousing Solutions Germany, we have set ourselves the goal of making our processes and locations as sustainable as possible. In this context, we have launched numerous projects characterized by high efficiency, innovative approaches and a clear focus on environmental responsibility.

A key tool in our sustainability strategy is the “Energybox”, which we developed in-house. This technology enables us to analyze our locations in detail using data-driven insights. To do this, we rely on a variety of modern sensor technologies, including thermal imaging cameras, temperature sensors and wind sensors. By using these, we can precisely identify energy-related weaknesses. Based on this, we can pinpoint specific opportunities for efficiency gains and derive corresponding optimization measures.

Complementing this approach, we have introduced the Green Scoring Tool. This enables us to transparently compare all locations in terms of their energy efficiency and relevant sustainability metrics. Based on this evaluation, we identify location-specific strengths as well as concrete areas for optimization, thereby enabling us to systematically advance our sustainability goals.

In 2025, we completed a milestone project at our warehousing facility in Eisenach: the installation of our largest photovoltaic system in Germany. Once operational, the system will generate over 2.4 MWp of power. With the grid connection scheduled for 2026, this installation ensures a long-term and reliable supply of sustainably produced electricity for our facility.



Scaling our impact: collective action across the globe

While flagship projects play an important role, meaningful impact is also achieved through many smaller and carefully considered improvements implemented across our global network.



Poland

In Poland, we implemented a series of targeted operational measures that contribute to more environmentally responsible operations. New energy-efficient lighting now provides the same brightness using significantly less electricity, reducing energy consumption and related CO₂ emissions.

Our packaging processes have been streamlined as a result of redesigned layouts and the elimination of stretch wrap, cutting plastic consumption and lowering the environmental impact of our logistics. We have also replaced disposable plastic cups with reusable glass bottles, reducing waste and supporting more responsible material use.

Clearly designated waste-sorting bins were installed across the site to facilitate proper disposal, improve recycling rates, and reduce residual waste. A newly installed bicycle rack also encourages more sustainable commuting and helps reduce traffic-related emissions.

France

In Til-Châtel, France, Rhenus Warehousing Solutions operates a modern warehouse owned by one of our customers, working in close partnership to ensure that the facility's sustainability ambitions are fully realized in day-to-day operations.

The building was designed and constructed with sustainability in mind, including the use of low-carbon materials and smart energy systems. As the operating partner, Rhenus plays an active role in embedding these features into operational processes, ensuring efficient energy management and the effective use of environmentally responsible technologies throughout the warehouse's lifecycle.

The facility has achieved BREEAM Excellent certification, reflecting strong environmental performance across energy management, materials, water use, and ecological impact. By operating the site in alignment with these high standards, we support our customer in achieving their sustainability objectives while reinforcing our shared commitment to resource-efficient and future-ready logistics operations.

Switzerland

In Switzerland, all our warehouses are equipped with photovoltaic systems to strengthen our use of renewable energy across operations. These systems generate clean electricity on site, reduce reliance on external energy sources, and contribute to lower CO₂ emissions.

In addition to environmental benefits, on-site power generation supports longterm energy cost stability and enhances the overall resilience of our operations, while aligning our infrastructure with modern sustainability standards.

South Africa

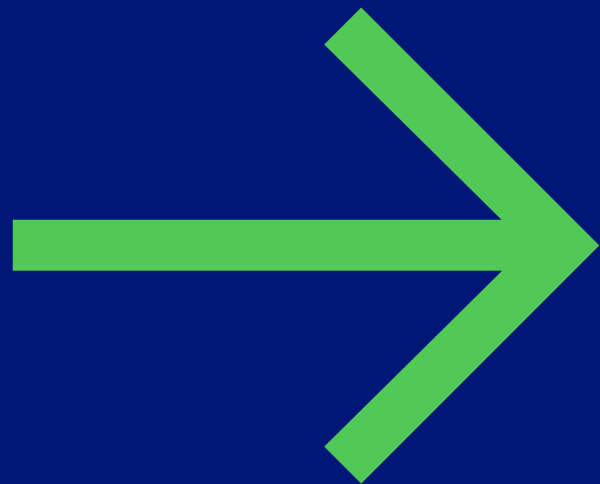
In South Africa, we operate a warehouse designed to meet stringent healthcare sector requirements, with sustainability embedded throughout the project. The facility includes 1,300 sqm of precision cold storage and 100 deep-freeze units to ensure the safe handling of vaccines, medicines, and other highly sensitive healthcare products.

The warehouse is partially powered by solar energy, reducing dependence on conventional power sources and lowering emissions. Smart water management solutions promote responsible water use, while energy-efficient systems throughout the building minimize consumption without compromising performance. Together, these measures create a resilient and forwardlooking infrastructure that supports both healthcare security and long-term environmental stewardship.

India

Beyond our own operations, we take climate responsibility a step further by supporting tree-planting initiatives in India. These projects help restore degraded land, support local communities, and generate measurable long-term climate benefits through carbon absorption and biodiversity protection.

Together, these initiatives demonstrate that meaningful transformation does not depend on one single large-scale action, instead on many well-considered steps. Taken collectively, they drive a lasting shift toward more sustainable warehousing operations across our global network.



Recycling



Recycling

Rhenus Group acknowledges the importance of responsible resource use and waste management supported by the Group-wide Environmental Policy launched in 2025. In addition, a waste-handling workflow defines the procedural framework for compliant waste management. The objective of this process is to achieve higher recycling quantities and improved recycling quality by ensuring source-separated collection of commercial waste at the respective sites.

Considering the diversity of underlying business models, implementation is undertaken by local entities. The individual locations apply resource-optimization practices in line with local requirements, including measures such as recycling activities, sustainable procurement approaches and eco-design considerations where applicable. At the site level, selected operations monitor resource consumption and waste generation, maintaining records on disposal and related environmental impacts as part of their local environmental management efforts. These locally implemented initiatives contribute incrementally to improving material efficiency and reducing waste, forming an initial foundation on which broader, consolidated Group practices may be further developed.



Recycling

Recycling in a logistics company involves collecting, processing and reusing materials from operations such as packaging, pallets and waste from warehouses and transport activities. It helps reduce the amount of waste sent to landfills or incineration.

Diverted from disposal refers to materials that are redirected away from final disposal and instead reused, recycled or recovered, minimizing environmental impact and supporting circular economy practices.

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

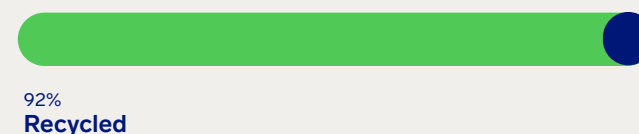
At Rhenus, recycling remains the preferred waste treatment route, supporting circular economy goals. Composting is used for biodegradable materials, while energy recovery captures residual value from non-recyclables. Landfilling is minimized and considered a last resort.

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

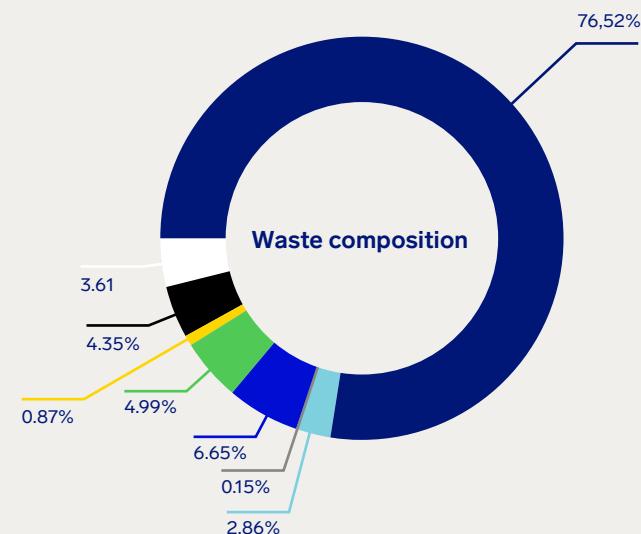
By means of targeted collection systems, increased staff awareness and expanded data transparency, Rhenus continues to strengthen waste reduction efforts across all operations.

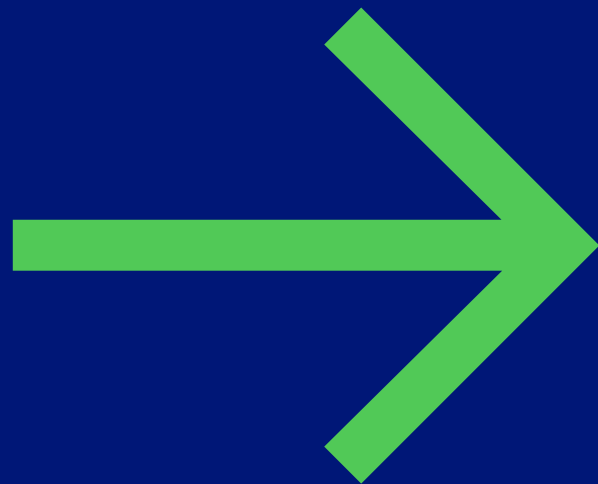
Total waste

106,449 t



- Paper and board ■
- Plastic materials ■
- Organic waste ■
- Commercial and industrial waste ■
- Wood ■
- Electric items ■
- Household residual ■
- Other ■





People Sustainability

Our people approach

The success of Rhenus is built on the commitment and expertise of our employees. We strive to create a supportive environment in which everyone can thrive and contribute to long-term business success.

With around 39,000 employees across more than 1,300+ locations in over 70 countries, our workforce is highly diverse, bringing together a wide range of cultures, languages, skills and perspectives. Despite this diversity, we are united by a shared identity and common values – working together as one global Rhenus team.

Our employees perform a broad spectrum of roles across the organization, reflecting the diversity and complexity of our business. They include experts in international freight forwarding and multimodal transport, specialists in managing complex project logistics and heavy-lift operations, as well as professionals ensuring efficient warehousing, contract logistics and end-to-end supply chain solutions. In addition, our teams include customer service and sales professionals and experts in administration, finance, IT and digital

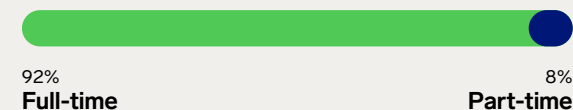
innovation who drive the continuous development of our services and systems. This wide range of capabilities enables us to deliver integrated logistics solutions and respond flexibly to evolving customer needs.

We foster a culture of collaboration in which every voice matters and every idea contributes to progress.

By empowering our people and promoting mutual respect, we create an environment where employees can develop their potential and actively shape the future of logistics and beyond – Empowered by You

Our global HR systems, including Workday, support this approach by enabling consistent people processes, data-driven decision-making and transparent employee development across regions.

Our aim is to attract and retain talented individuals who bring innovation, skills and a strong sense of purpose to their work. We are committed to building a high-performing, people-centric organization that fosters individual development while aligning with broader company goals. A culture of inclusion, mutual respect and long-term engagement forms the foundation of our people strategy.



Our approach to human resource management

In response to the continued evolution of our global business, Group HR at Rhenus has established a structured approach to managing people-related topics effectively and consistently.

Our HR organization is structured across six specialist areas:

- People advisory service
- People attraction and engagement
- People development
- People operational excellence
- People sustainability
- People technology

This structure enables us to balance global consistency with local flexibility. While HR strategy and governance are coordinated centrally, local HR teams ensure proximity to employees and alignment with regional labor market conditions.

By integrating strategy, operations and sustainability across these functions, we ensure compliance, leverage modern HR tools and provide targeted support to employees worldwide.

Management of material topics

Building on our people-centric approach, we actively manage our material HR topics to create long-term value for both our employees and the organization. Diversity, equal opportunity and employee development are key priorities within our sustainability framework and are embedded in our global people strategy.

We recognize that these topics have a direct impact on employee engagement, innovation and business performance. At the same time, risks such as discrimination, unequal access to opportunities and skill gaps may negatively affect our workforce and organizational success. These risks are addressed through structured policies, targeted measures and continuous monitoring.



Diversity, equity and inclusion

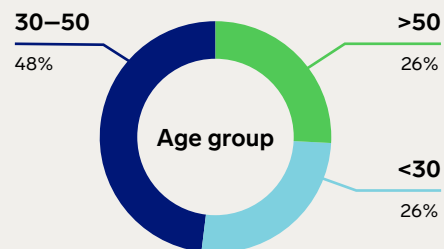
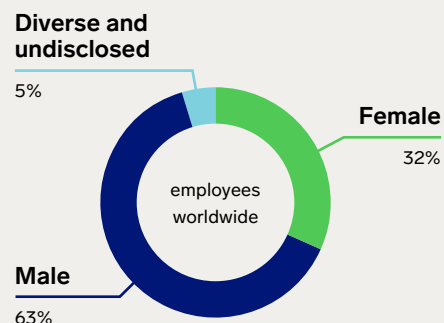
Rhenus is committed to fostering a diverse, equitable and inclusive work environment. We believe that diversity enhances innovation, improves decision-making and strengthens collaboration across the organization.

At the same time, we recognize risks related to discrimination, unequal opportunities and a lack of inclusion, which may impact employee satisfaction, engagement and our reputation. These risks are addressed through clear policies and structured initiatives.



DEI (diversity, equity and inclusion)

DEI refers to policies and practices that promote a diverse workforce, ensure fair treatment and create an inclusive working environment. In a logistics company, this includes hiring and developing employees from different backgrounds, supporting equal opportunities for career progression and fostering a culture where all team members feel respected and valued.



Policies and commitments

The global Diversity, Equity and Inclusion (DEI) Policy defines the overarching framework for all diversity-related activities and applies to all employees. It establishes clear principles to promote inclusion and equal opportunity across the Group.

The key objectives are:

- Promoting a diverse workforce across multiple dimensions (e.g. gender, age, ethnic background, religion and sexual orientation)
- Ensuring equal opportunities throughout all stages of employment
- Creating an inclusive workplace where all employees feel valued and respected

These principles are reinforced by the Code of Conduct, which sets expectations for respectful behavior and provides guidance on reporting potential violations.

Measures and implementation

The DEI strategy is implemented through targeted measures across key areas:

Recruiting

- Promoting a diverse applicant pool
- Ensuring equal opportunities throughout the selection process

Awareness and training

- Conducting initiatives to strengthen awareness of diversity and inclusion
- Providing global digital learning opportunities that foster understanding of diverse perspectives

Work environment and culture

- Promoting a respectful and inclusive workplace
- Providing access to confidential reporting channels (Integrity Line – Group Compliance) and ensuring protection against retaliation
- Supporting employee-driven initiatives and internal networks that foster exchange, inclusion and cross-cultural collaboration. One example is the “SheWINS” initiative, which provides a platform for networking, visibility and mutual support among women at all levels, while also contributing to their professional development



Recruiting



Awareness
and training



Work
environment
and culture



Responsibility



Monitoring
and evaluation



Inclusive
practices and
neurodiversity

Responsibility

Responsibility for DEI is embedded across the organization. Leaders are accountable for implementing DEI principles within their teams and act as role models. Employees are expected to contribute to an inclusive culture. At Group level, Group People Sustainability/HR is responsible for steering and monitoring implementation.

Monitoring and evaluation

The effectiveness of DEI measures is regularly assessed through defined diversity metrics (e.g. gender representation and diversity in leadership positions), as well as the evaluation of initiatives and employee feedback.



Inclusive practices and neurodiversity

At Rhenus, we recognize both visible and non-visible dimensions of diversity, including neurodiversity, as essential to building an inclusive and equitable workplace and strengthening organizational performance. Inclusive leadership practices – such as adapted communication, structured onboarding, and strengths-based approaches – support the integration and development of employees and help individuals reach their full potential.

Initial practical experience within the organization demonstrates how such approaches can support successful integration. For example, within our warehousing operations, a colleague on the autism spectrum was successfully onboarded and transitioned into a long-term role. The application of inclusive leadership practices contributed to effective collaboration within the team and increased awareness of neurodiversity in the working environment.

This example illustrates how inclusive practices can help unlock individual potential, foster mutual understanding, and contribute to a workplace culture that values diverse ways of thinking and working.



In 2025

Insights are used to continuously improve the DEI strategy and ensure its effectiveness in fostering an inclusive and equitable work environment.

Compensation structures are regularly reviewed, and the ratio of basic salary and remuneration of women to men is monitored to ensure pay equity.

Learning and development

We invest in the continuous development of our employees' skills and capabilities as a key driver of long-term business success. Learning and development contribute to employee engagement, performance and the ability to respond to changing business requirements.

At the same time, risks such as skill gaps, evolving job requirements and talent shortages may impact future competitiveness. Rhenus addresses these risks through a structured and forward-looking learning and development approach.

Approach and programs

Our learning and development activities focus on strengthening professional, digital and leadership capabilities across all employee groups.

Key elements include:

- Global learning opportunities provided through our digital learning platform, offering a wide range of training formats, including technical and soft skills, enabling flexible and continuous learning worldwide

- Structured internal development programs supporting employees at different career stages, including two global Group-wide programs as well as leadership and talent development initiatives. In addition, our internal academy, Rhenus ONE, provides targeted training for leadership development, the operational workforce and operational and project management roles, as well as apprentices and apprenticeship supervisors
- Additional local development programs within Business Units, tailored to specific business requirements
- Leadership fundamentals, which define a shared leadership framework across the Group; developed by Group HR in collaboration with all divisions, they are supported by dedicated workshops that enable leaders to apply these principles in practice
- On-the-job learning, mentoring programs and knowledge-sharing formats that foster practical experience and collaboration

We also promote internal career development through structured career paths, mentoring and targeted development measures to support internal mobility and long-term employee retention.

Responsibility

Learning and development activities are coordinated at Group level and implemented in close collaboration with local HR teams. Leaders are responsible for supporting employee development, while employees are encouraged to take ownership of their individual learning journeys.

Monitoring and evaluation

The effectiveness of learning and development measures is monitored using defined key performance indicators, including training participation rates, learning hours and feedback from participants.

These insights are used to continuously improve programs and ensure their relevance and impact.

Employee engagement and well-being

At Rhenus, employee engagement and well-being are key components of a sustainable and high-performing organization.

A supportive work environment, physical and mental health, and strong employee engagement contribute directly to productivity, retention, and long-term business success.

Our global Health & Well-being Policy provides a structured framework to promote occupational health and safety, mental well-being, and work-life balance across all regions. Local initiatives complement this framework, addressing specific workforce needs and working conditions.

Key measures include health promotion programs, ergonomic and preventive training, and awareness initiatives focused on physical and mental well-being. Dedicated health days further support employees' overall wellness.

Employee-driven engagement initiatives strengthen collaboration, team cohesion, and a shared sense of purpose. For example, company-wide sports and mobility programs, including the global Rhenus Run Club, encourage employees to walk, jog, hike, or run collectively over a dedicated week each year. The total kilometers recorded are converted into financial donations to CARE International, supporting humanitarian projects and long-term development initiatives. In 2025, employees covered 23,621 km, resulting in a donation of €33,294.

Employee engagement and well-being are continuously monitored through defined indicators and feedback mechanisms, enabling Rhenus to identify potential risks—such as workplace stress, absenteeism, or declining engagement—and implement targeted improvements.





Community engagement and local impact

Supporting the communities in which we operate is an integral part of our social responsibility. Through locally driven initiatives, Rhenus contributes to social development, environmental protection, and crisis response, while strengthening employee engagement and connection to local communities.

In 2025, approximately 70 local initiatives were implemented globally, reflecting the commitment of our employees to contribute beyond their core business activities. These initiatives covered a broad range of topics, including environmental protection, education, health, and social support.

Environmental initiatives included clean-up campaigns, plastic reduction measures, and tree planting programs. Community-focused activities comprised donations of educational materials and sports equipment, as well as engagement programs supporting children and young people. Health-related initiatives, such as awareness campaigns and preventive programs, further contributed to improving quality of life in local communities.

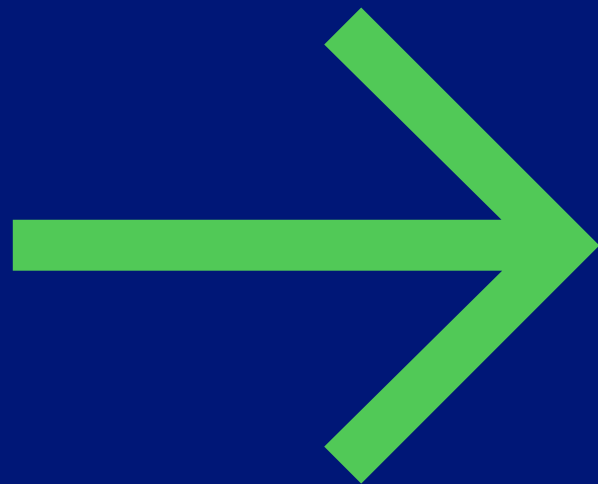
In addition to long-term engagement, Rhenus provides targeted support in response to acute crises. Following severe flooding in Southern Thailand in December 2025, local teams mobilized quickly to deliver essential supplies, including food, clean water, and basic household items, supporting affected communities during a period of significant disruption.

Employee-driven initiatives also contribute to engagement and well-being within the organization. Activities such as company-wide mobility or sports initiatives promote physical activity, strengthen collaboration, and raise awareness for sustainable practices.

Through these combined efforts, Rhenus contributes to community resilience while fostering a strong sense of purpose, engagement, and belonging among employees.

Looking ahead

Rhenus continues to integrate social sustainability into all HR processes and initiatives, ensuring that diversity, employee development, and well-being are systematically considered across the organization.

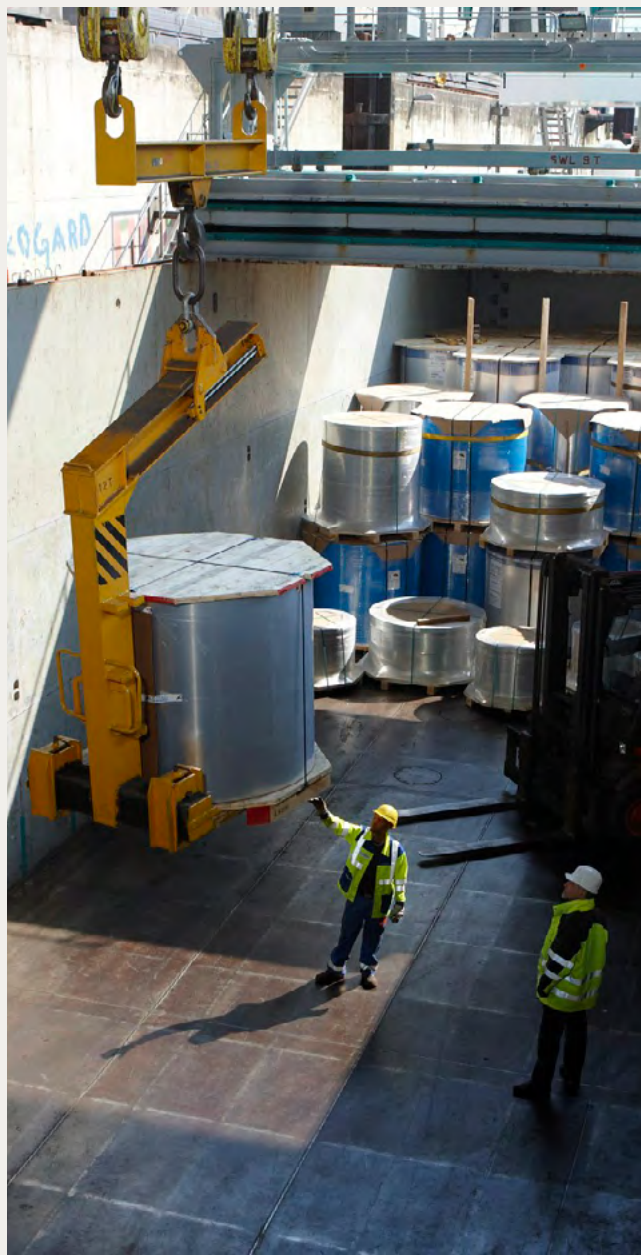


Health & Safety strategy

Our journey toward a preventive safety culture

At Rhenus, the safety, health and well-being of our employees are our top priorities. As our most valuable asset, every employee deserves a safe and healthy working environment that allows them to return home unharmed each day. Our global Health & Safety strategy is focused on driving a cultural shift toward prevention by continuously strengthening awareness of occupational health and safety.

A preventive approach means identifying potential hazards, near misses and unsafe conditions at an early stage. This includes promoting behavior-based safety, where employees align their actions with the visible commitment and leadership demonstrated by their managers. Leaders play a crucial role in shaping this culture by actively supporting and exemplifying safe behavior at all levels of the organization.



To ensure consistent safety standards across all Rhenus locations worldwide, we have defined a clear vision and mission. These principles guide our efforts to comply with international and local legal requirements while providing standardized tools, training and structures that enable continuous improvement.

Our approach includes the implementation of high global standards, transparent reporting of key performance indicators and the integration of safety into everyday operations.

We recognize that a strong safety culture is built on clearly defined responsibilities. Our legal duty of care is fulfilled through a structured organizational framework with designated Health & Safety professionals at each site. The Health & Safety Management Guideline serves as the foundation for operational implementation and supports global alignment in accordance with ISO 45001. It provides both a strategic framework and practical guidance for operational implementation. The objective is to establish legally compliant, country-specific management systems while promoting harmonized, cross-border structures aligned with ISO 45001.

To reinforce this alignment, an internal Health & Safety-certification program based on ISO 45001 was rolled out across our sites at the beginning of 2026. This program ensures that every Rhenus location meets consistent quality standards in occupational health and safety. The implementation of the Health & Safety Management System is continuously monitored, allowing us to track progress and drive continuous improvement.

Leadership commitment is reinforced through our Health and Safety Steering Committee, which ensures strategic alignment and drives corrective actions where necessary. Standardized processes, from risk assessments and personal protective equipment requirements to training and incident reporting, form the basis for consistent and sustainable safety performance.

Empowering employees is a key element of our strategy. Through active involvement, digital reporting tools and regular communication, we encourage ownership of safety at every level. Dialogue-based training programs raise awareness, promote proactive behavior and embed safety into the culture of every site. Our stop-work authority enables employees to intervene in unsafe situations without fear of negative consequences.

Health management is another core pillar of our approach. In response to demographic change and increasing expectations, we place equal emphasis on physical and mental well-being. Ergonomic workplace design, psychological risk assessments and targeted health initiatives contribute to reduced absenteeism and greater resilience. These structures support internal safety performance, enable consistent non-financial reporting across all entities and form the basis for our internal HSE certification program, ensuring standardized implementation and monitoring at every site. Our long-term ambition is clear: to move from reactive safety management to true prevention, making Rhenus not only a safer place to work, but also a more attractive, responsible and future-ready employer.

Risk assessment and hazard management

At Rhenus, risk assessment is the central tool for identifying, evaluating and managing occupational health and safety risks. HSE experts systematically assess work processes, tasks and the work environment to ensure the highest possible level of safety and health for employees, minimizing any residual risks. Special attention is given to high-risk conditions, such as lone work and hazardous substances.

The risk assessment process follows the principle of the hierarchy of controls, prioritizing substitution, engineering controls, administrative measures and personal protective equipment. The assessments are documented and regularly reviewed for changes, including new processes or activities.

To ensure quality, HSE professionals conduct risk assessments across Rhenus units.

Accident analysis is a key instrument for preventing recurrence and improving workplace safety. All workplace incidents resulting in at least one day of absence are thoroughly investigated using a standardized root cause analysis method. This analysis examines the technical, organizational, behavioral and environmental factors which contributed to the incident.

Accident frequency (LTIFR)

9.7

Accident severity (LTISR)

18.1



LTIFR (lost time injury frequency rate)

LTIFR measures the number of reportable workplace accidents (requiring more than one day off) that result in employees being unable to work per one million hours worked. For a logistics company, this includes incidents in warehouses, during transport or at distribution centers. It provides insight into the frequency of serious safety incidents and helps monitor occupational health performance.



LTISR (lost time injury severity rate)

LTISR measures the severity of reportable workplace accidents (requiring more than one day off) by calculating the total number of workdays lost per one million hours worked. It helps a logistics company understand the impact of accidents on operations and prioritize safety improvements.

Internal reviews of the analysis of an accident are conducted by experienced HSE experts, who provide feedback, recommend corrective actions and identify opportunities for improvement. Lessons learned are integrated into operational processes and shared across the Rhenus network, creating an international learning cycle.

The company culture is characterized by a clear recognition and appreciation of employee engagement. Every suggestion and every reported concern is viewed as a valuable opportunity for improvement. Employees are able to report hazards, near misses, incidents and improvement suggestions through internal IT systems, ensuring proactive involvement at all organizational levels. Implementation and effectiveness are continuously monitored through defined KPIs and audits. A structured continuous improvement process (CIP) is firmly embedded and systematically used to drive ongoing enhancements in occupational health and safety. The internal systems feed data into a BI tool that provides relevant Health & Safety KPIs. These KPIs offer transparent, real-time insight into current safety performance and enable the identification of improvement potential within the CIP framework.

In addition, the **Stop-Work concept** is fully implemented and empowers employees to immediately stop work whenever unsafe conditions are identified.

This preventive approach ensures that hazards are addressed before injuries or damage can occur. Employees can exercise the Stop-Work right without fear of negative consequences, sanctions, or social pressure. This psychological safety is explicitly guaranteed by management and executive leadership.

The Stop-Work concept is communicated consistently across the company. Employees are informed about its purpose, objectives, and applicable processes within their respective locations. Managers are fully aware of their responsibility and the influence of their behavior in supporting and reinforcing the concept. A defined communication and feedback process ensures that employees receive timely updates on the status of their report, the decisions taken, and the underlying rationale. Where appropriate, additional trusted contacts, such as an extended role of the HSE expert, are available to support employees during or after a Stop-Work event. Clear guidance is established in advance, including criteria on when it is appropriate to stop work, and what situations fall outside its intended scope.



Active participation

Employee participation and consultation are integral components of the Health & Safety Management System. A key participatory format is **“Walk & Talk”**, an on-site, dialogue-based approach that actively involves employees in safety-related discussions.

As experts in their own work activities, employees contribute practical insights, identify hazards and propose improvement measures.

“Walk & Talk” sessions are conducted with the involvement of HSE specialists, managers, safety representatives and other responsible persons. While this format does not result in the immediate implementation of measures, its outcomes are systematically integrated into ongoing HSE processes, such as risk assessments and discussions within Health & Safety committees. Access to and communication of relevant occupational health and safety information are ensured

through multiple channels. In addition to personal dialogue formats, employees have continuous access to information via a dedicated Health & Safety channel in Microsoft Teams, which serves as a central platform for updates and guidance, and for raising awareness regarding safety and health topics.

External companies and temporary workers are fully integrated into the Health & Safety Management System. Clear coordination structures, defined responsibilities and designated contact persons (e.g. safety coordinators) ensure safe cooperation across organizational boundaries. Temporary workers receive the same training, safety instructions and access to HSE information as permanent employees, thereby reinforcing the principle of equal treatment and shared responsibility for hazard prevention.

Formal joint Health & Safety committees (occupational safety committees) are established across the German organization in accordance with German legal requirements and convene four times per year. Their responsibilities include the systematic review and evaluation of findings from Walk & Talk sessions, risk assessments, incident analyses and other processes related to occupational safety. The committees serve as a structured forum for consultation, decision-making preparation and the continuous improvement of technical, organizational and personnel-related safety measures.

At all Rhenus locations, Health & Safety meetings are held on a regular basis. Participants include safety officers, company management, employee representatives and other relevant stakeholders. Employees are represented either directly or through appointed safety representatives. Temporary workers and employees of external companies are integrated through the company’s established occupational safety processes and coordination mechanisms, even in cases where they are not directly represented within the formal committee structure. This ensures comprehensive coverage and that no significant group of workers is excluded from Health & Safety representation.

In addition, a Health and Safety Steering Committee operates at management level. This committee has consultative and decision-support authority and contributes to the strategic alignment and ongoing development of the Health & Safety Management System, without directly implementing operational safety measures.



Building safety through competence

Based on the results of risk assessments, different work environments and activities impose varying requirements on employees. It is therefore the employer's responsibility to ensure that all assigned personnel are appropriately qualified, e.g. they possess the necessary technical knowledge and training, and are suitable for their tasks in terms of physical and mental fitness. For high-risk activities, including the operation or supervision of machinery, working alone or handling hazardous substances, additional qualification and suitability requirements may apply. These requirements must be verified and fulfilled prior to task assignment.

At Rhenus, employees receive clear and comprehensible training and instruction before commencing work, whenever their job responsibilities change and at regular intervals thereafter. Training content is tailored to the specific work environment and job-related risks and is documented in writing. Where applicable, additional evidence of qualification or certifications required under occupational Health & Safety regulations must be valid and available at all times. The overarching objective is to ensure that all employees consistently maintain a level of qualification, awareness and competence that meets legal and organizational requirements.

To support this, employees are provided with relevant and accessible information, enabling them to identify occupational hazards and understand the corresponding protective and preventive measures. The ultimate aim is to promote intuitive, safety-conscious behavior and to foster a working environment aligned with a zero-accident culture.

Promoting health and well-being at Rhenus

At Rhenus, the health and well-being of our employees are a key priority. Through a wide range of health initiatives, we actively support both physical and mental health and promote a sustainable, healthy working environment.

One important pillar of our health offering is the Mobility Express. This digital platform provides simple, effective exercises that focus on movement, balance and relaxation. The exercises are suitable for all employees, whether working in the office, in operational roles or from home, and can easily be integrated into everyday routines. With just a few exercises per day, employees can improve mobility and flexibility, reduce stress and muscle tension and enhance overall well-being using only their own body weight. Regular updates, such as an exercise of the week, offer continuous inspiration.

In addition to physical activity, mental health plays a central role in our approach to employee well-being. Rhenus actively promotes the early identification and prevention of psychological strain such as stress, exhaustion, burnout and depression. To support this, we provide a user-friendly tool for assessing psychological workloads in the workplace. This risk assessment helps identify potential stress factors and

supports the development of targeted measures to create a work environment which is conducive to mental health. The results can be readily used for documentation and follow-up actions.

Employees also have access to valuable information and guidance on topics such as:

- Psychological health in the workplace, including an introduction to mental stress and strain
- Organizational measures for healthy work design

To further encourage an active and healthy lifestyle, Rhenus has launched the Rhenus Run Club, a global running community open to employees across all countries and business units.

Through these diverse health initiatives, Rhenus creates an environment that supports movement, mental well-being and social connection, helping employees stay healthy, motivated and engaged.



Managing occupational Health & Safety impacts

To ensure the fastest possible first aid response, it is necessary to provide appropriate equipment (first aid materials) and organizational measures, including trained first-aiders and established emergency communication procedures, and to keep these up to date in the company. In addition to first aid contingencies, potential emergency situations are identified as part of the risk assessment process. For all relevant emergency scenarios, procedural plans are developed to ensure a professional response and to minimize potential consequences.

Emergency scenarios are defined in accordance with the organizational and operational structure of each site and, where necessary, coordinated with relevant authorities in line with legal and regulatory requirements. Based on clearly defined responsibilities, designated employees are informed about the correct procedures to follow in emergency situations, and the required action steps are made readily available to them.

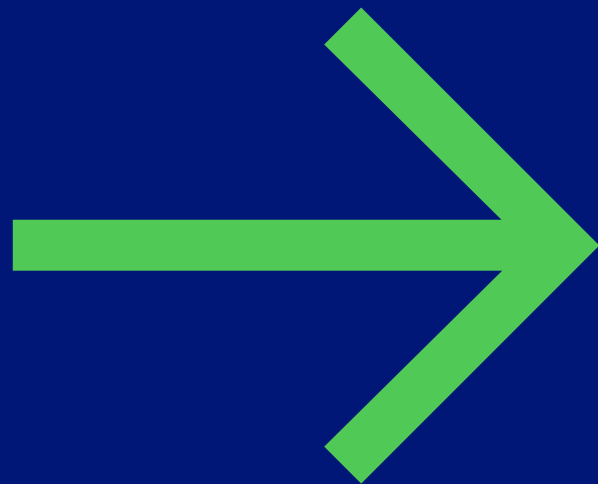
Rhenus implements comprehensive emergency preparedness and response measures at all locations. These include regular employee training, the provision of modern safety and emergency equipment and the establishment of clearly defined emergency procedures.

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

In Germany, a central emergency coordination unit is in place, providing 24/7 readiness to respond to incidents. In addition, a global emergency response concept is currently under development to ensure consistent and effective crisis and emergency management across all international locations. Through continuous review and improvement of these measures, Rhenus ensures that high standards of occupational safety and emergency preparedness are maintained.



Number of fatalities



Compliance management

Taking responsibility: compliance at Rhenus Group

For the Rhenus Group, compliance is a core pillar of responsible and sustainable corporate governance. Integrity, transparency and strict adherence to legal requirements form the foundation of our actions – across all business units and regions. The objective of our Compliance Management System (CMS) is to identify risks at an early stage, prevent misconduct and sustainably strengthen the trust of customers, business partners, employees and the public.

Compliance with laws, internal policies and ethical standards is mandatory for all employees worldwide. The Group-wide CMS is centrally managed by the Group Compliance department and implemented locally by designated Compliance Officers in the individual countries. This clear structure ensures the effective implementation of compliance requirements at all organizational levels.

Managers bear a particular responsibility for ensuring that applicable rules are complied with in their respective areas and serve as important role models in this context. They must ensure that compliance requirements are implemented

and actively contribute to a lived compliance culture. At the same time, all employees are required to be familiar with the relevant regulations and to apply them consistently in their daily work.

The Code of Conduct constitutes the central element of the CMS. It defines clear expectations regarding ethical and professional behavior in day-to-day business. Topics such as corruption prevention, fair competition, respect for human rights, fair working conditions, sustainability, data protection, the handling of conflicts of interest, the protection of company assets and the responsible use of new technologies are firmly embedded in the Code. The Code applies worldwide to all employees and, via integrated QR codes, provides direct access to more detailed intranet content that supports employees in situations of uncertainty or when dealing with scenarios that are difficult to assess in their daily work.



Ensuring legal compliance: our approach to legal requirements

For the Rhenus Group, compliance with legal requirements is of the highest priority.

The assessment of compliance risks is an integral part of our Compliance Management System. The insights gained from this process are continuously incorporated into the further development of our policies and training content in order to sustainably strengthen the effectiveness of our CMS.

Acting responsibly: anti-corruption strategy of Rhenus Group

The Rhenus Group implements a strict zero-tolerance policy towards corruption. The globally applicable Anti-Corruption Policy defines binding requirements for the handling of benefits, donations, sponsorships and third parties. Any form of bribery – whether active or passive – is strictly prohibited. This applies equally to interactions with public officials and with private business partners. So-called facilitation payments are also prohibited, even if they may be legally permissible under local law.

In the reporting period 2025, no confirmed cases of corruption were recorded. No dismissals or disciplinary measures were taken against employees due to corrupt behavior. Likewise, no business relationships were terminated or not renewed due to corruption violations. Furthermore, no public legal proceedings relating to corruption were initiated against the Rhenus Group or its employees.

Clear rules for fair competition

The Rhenus Group is fully committed to fair and free competition. The globally binding Antitrust Policy prohibits all anti-competitive conduct, including price-fixing, market allocation or coordinated boycott behavior. The exchange of sensitive or competitively relevant information with competitors is also strictly prohibited – even if no explicit agreement has been concluded.



Safeguarding integrity: handling conflicts of interest

The responsible handling of conflicts of interest is a central component of good and transparent corporate governance. The objective is to identify potential conflicts at an early stage, effectively prevent them and – where necessary – manage them appropriately.

All employees are obliged to comply with applicable laws and internal policies and to strictly separate business and private interests. Potentially conflict-prone relationships must be disclosed and are systematically assessed, documented and – if required – accompanied by appropriate measures by the responsible compliance representatives.

Taking responsibility: professional handling of compliance reports

The Rhenus Group promotes an open and responsible corporate culture in which indications of potential misconduct and complaints are taken seriously, treated confidentially and reviewed in a structured manner.

A key element of the compliance framework is the Group-wide whistleblowing system, the **Rhenus Integrity Line**.

It is available to employees, business partners and external stakeholders and enables anonymous, multilingual and location-independent reporting of potential violations. The protection of reporting persons is of the highest priority. Incoming reports are processed on a strictly need-to-know basis and handled with strict confidentiality for all parties involved. The detailed process and the allocation of responsibilities are bindingly regulated in our Whistleblower Policy.

In addition to the Integrity Line, further established reporting channels exist – such as direct reports to managers, local or central compliance contacts or via the whistleblower hotline. All reports are reviewed and documented by the reporting office officer responsible. Decisions on any further investigations are made jointly with the Group Head of Compliance in accordance with the double-checking principle. On this basis, any necessary internal investigations and appropriate remedial measures are initiated.



Structured compliance reporting up to the Management Board is carried out in accordance with the Compliance Reporting Policy. For serious suspected cases, additional ad hoc reporting obligations defined by policy apply. These processes ensure that the highest management body is informed of relevant developments and is able to appropriately monitor the effectiveness of the Compliance Management System (CMS).

The whistleblowing mechanisms are continuously further developed based on feedback from operational practice – for example, from Compliance Officers, employees or external whistleblowers. Their effectiveness is regularly reviewed, including by analyzing the number, type and processing time of reports received, as well as by evaluating recurring themes.

As part of this further development, the Rhenus Group is currently introducing a new version of the whistleblowing system. In this context, all associated processes are being revised, usability enhanced and processing efficiency increased.

In December 2025, the Management Board approved the rollout of the new Whistleblower Policy. This policy establishes binding, uniform requirements for the handling of reports and defines clear responsibilities and standardized process steps, thereby strengthening the protection of reporting persons as well as ensuring the traceability of report handling.



Strengthening competence: compliance through targeted training

Another key component of the CMS is that it continuously raises the awareness of employees with regard to compliance risks. The comprehensive e-learning program “Compliance Basic Training” is mandatory for all employees and conveys fundamental requirements and standards of conduct. All training content is continuously reviewed and further developed, and participation is systematically documented.

In addition to classroom formats, the Rhenus Group increasingly relies on digital and multilingual learning offerings to ensure a flexible, efficient and cross-location knowledge transfer. The objective is to raise awareness of compliance risks, increase confidence in day-to-day decision-making and sustainably strengthen the compliance culture within the organization.

Supply chain due diligence

The responsible management of our supply chains is a central element of our corporate conduct to ensure compliance with human rights and environmental standards, both within the company's operations and across its supply chain, in line with legal requirements.

Structured risk analyses as a foundation

Our risk analyses are conducted annually as well as on an event-driven basis, based on an AI-supported platform, which identifies and prioritizes global risks using sector- and country-specific data. In 2025, suppliers were assessed based on clearly defined criteria. The classification is guided by country risk, industry affiliation and business relevance. Potential irregularities are identified via alerts and reviewed through established validation and escalation procedures.

Preventive measures and supplier management

We pursue a prevention approach that includes our Code of Conduct, e-learning modules, contractual assurances and the

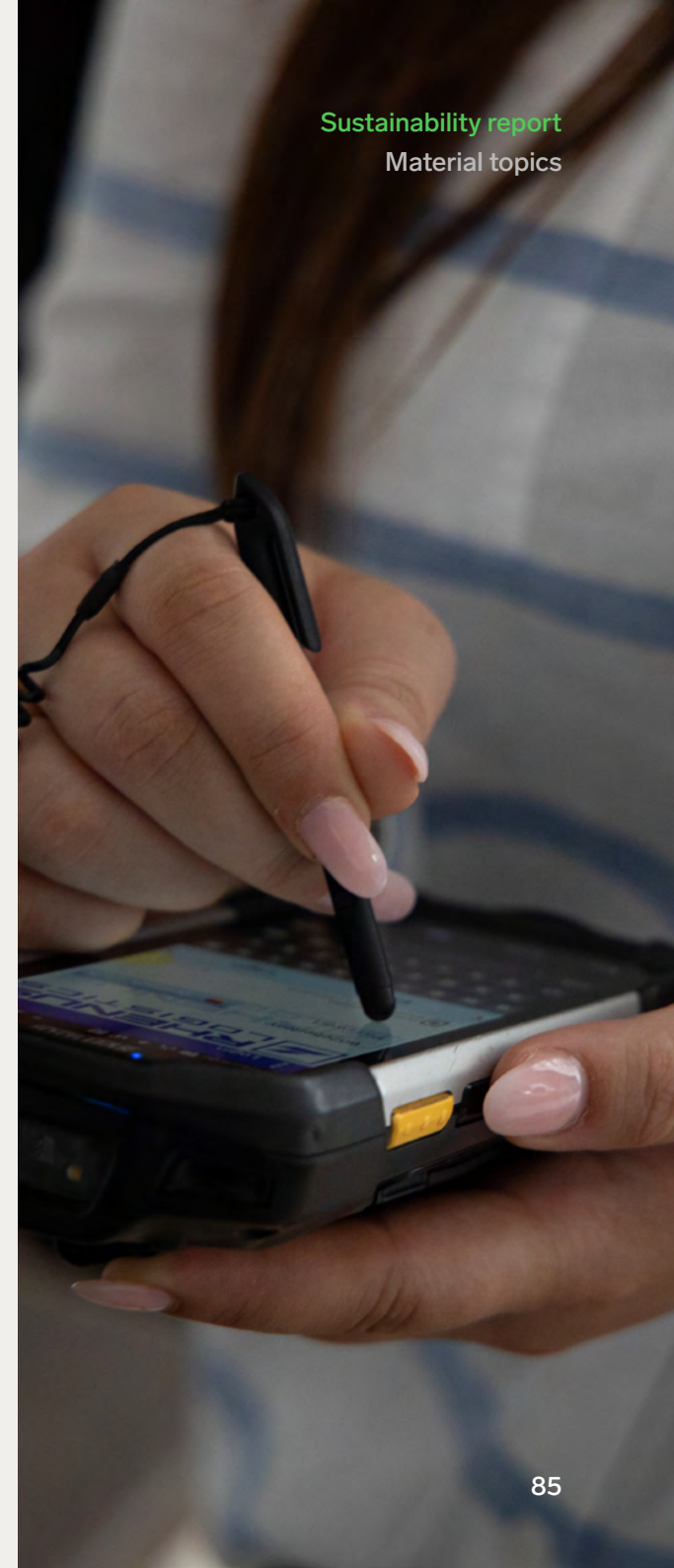
systematic collection of supplier self-assessments. The risk classification framework foresees tiered measures.

Suppliers with a high risk are required to sign our Letter of Commitment. E-learning courses on fair working conditions are provided to strengthen awareness of human rights responsibilities.

During the reporting year, no significant negative environmental impacts were identified. Alerts primarily related to occupational health and safety and labor rights. None required corrective actions, and no business relationships were terminated due to violations.

Transparency and grievance mechanisms

An integral part of our due diligence system is the "Rhenus Integrity Line", an anonymous whistleblowing mechanism that is publicly accessible. Reported concerns and potential violations are reviewed systematically and incorporated into the risk analysis process when relevant.



GRI content index

Statement of use

Rhenus Group has reported in accordance with the GRI Standards for the period January 1 to December 31, 2025.

GRI 1: Foundation 2021.

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

General disclosures GRI 2: General Disclosures 2021

GRI Standards	Description and content				
2-1	Organizational details Rhenus SE & Co. KG (hereafter referred to as the “Rhenus Group”) is a wholly owned subsidiary of RETHMANN SE & Co. KG. Its headquarters are located at Rhenus-Platz 1, 59439 Holzwickede, Germany. In 2025, it operated at over 1,300+ sites, in over 70 countries and was active on 6 continents. p. 05 – About Rhenus Group	2-2	Entities included in the organization's sustainability reporting The sustainability disclosures cover the Rhenus Group and are aligned with the financial consolidation scope. All fully consolidated entities are included in the reporting. The consolidated entities are disclosed in the Konzernabschluss of RETHMANN, Konzernanhang, Abschnitt II. Entities that are not fully consolidated, such as joint ventures or minority shareholdings, are not included. The reporting scope is applied consistently across all sustainability topics. Where disclosures are limited to specific business units and/or countries, this is clearly indicated. There were no material changes to the reporting scope during the reporting period. p. 04 – About this sustainability report	2-4	Restatements of information Emissions: For the 2024 reporting period, the emissions data were revised to reflect material methodological changes introduced during this reporting year, as well as the integration of previously missing data. The methodological refinement and identifying missing data resulted in an adjustment of +10.10%, while the subsequent identified incorrect data resulted a further change of -4.63%. In aggregate, these revisions lead to a net increase of 5.47% compared with the emissions figures disclosed in the Rhenus Sustainability Report 2024. Waste: In addition, the total weight of waste generated, as published in the previous reporting period, has been corrected. The originally disclosed figure was adjusted upwards by 10 kt following the identification of a methodological error in the evaluation and aggregation of the underlying data. The data sets have been re-examined, and corresponding reporting processes have been further strengthened to mitigate the risk of future inconsistencies. All revisions have been documented comprehensively and disclosed in full transparency.
		2-3	Reporting period, frequency and contact point The reporting period is aligned with the fiscal year and covers the period from 1 January to 31 December 2025. This Sustainability Report is published in May 2026 and is issued on an annual basis. Further details are provided in the p. 104 – Imprint .		

2-5 External assurance

The non-financial information presented in this report has been subject to an independent external limited assurance engagement. The decision to obtain external assurance, including the determination of its scope, is made within the framework of internal governance processes, involving relevant management functions. The assurance engagement was performed by TÜV Rheinland (TÜV Rheinland France SAS) in accordance with the AA1000 Assurance Standard v3 (2020), Type II, and the requirements of the GRI Standards 2021 (“in accordance”). The scope of the assurance engagement, the methodologies applied, and the conclusions reached are set out in the published [p. 114 ff – Independent Assurance Statement](#).

2-6 Activities, value chain and other business relationships

Please refer to [p. 05 – About Rhenus Group](#) for the disclosure.

2-7 Employees

As of the end of the reporting period in 2025, Rhenus employed a total of 39,132 people. Of these, 12,578 were female, 24,693 were male, and 1,861 were classified as diverse or undisclosed. The category “diverse or undisclosed” includes employees who identify outside the binary gender classification or who did not disclose their gender. A total of 36,168 employees were employed on a full-time basis, while 2,964 worked part time. Geographically, 33,841 employees were based in Europe, 2,986 in Asia, 959 in South America, 640 in North America, 597 in Africa and 109 in Australia. For comparison, Rhenus employed approximately 41,000 people in 2024 and 40,000 people in 2023. Figures for prior years are rounded. All figures are based on headcount data as of the end of the respective reporting period and relate exclusively to employees. Additional breakdowns of employee data, such as further disaggregation by employment contract types, working time arrangements, age groups or individual countries, are not reported, as further disaggregation would not provide additional meaningful insight or decision-useful information at Group level.

2-8 Workers who are not employees

Data on non-employee workers is not available at group level, as it is collected at subsidiary level where relevant.

2-9 Governance structure and composition

Rhenus is managed by a Management Board, which reports directly to the Supervisory Board of the family-owned group company. As of 31 December 2025, the Management Board consists of Tobias Bartz (Chairman and CEO), Gilles Delarue, Dr. Stephan Peters and Andreas Stoeckli. Effective 1 April 2025, the Management Board was extended by Dr. Joana Baetz, Dr. Markus Ewig and Jan Harnisch. Responsibility for sustainability at Management Board level was held by Andreas Stoeckli until 31 March 2025. Following her appointment to the Management Board, Dr. Joana Baetz assumed responsibility for all ESG-related matters, including sustainability, human resources and compliance.

2-09 Further information on the professional background and experience of the Management Board members is provided on [p. 09 – Management Board of the Rhenus Group](#). Sustainability-related responsibilities are handled directly at Management Board level; therefore, additional disclosures are not applicable.

2-10 **Nomination and selection of the highest governance body**
As a wholly-owned subgroup of RETHMANN, Rhenus is subject to the Group guidelines. The Supervisory Board of RETHMANN decides on the composition of the Management Board of Rhenus.

2-11 **Chair of the highest governance body**
The Chairman of the Management Board and Chief Executive Officer is Tobias Bartz. Supervision is always executed by the entire Management Board.

2-12 **Role of the highest governance body in overseeing the management of impacts**
Please refer to [p. 16 – Sustainability governance](#) for the disclosure.

2-13 **Delegation of responsibility for managing impacts**
Please refer to [p. 16 – Sustainability governance](#) for the disclosure.

2-14 **Role of the highest governance body in sustainability reporting**
The board member responsible is accountable for the oversight, review and approval of the sustainability disclosures, including the organization's material impacts. This person also ensures that the materiality assessment and disclosure processes are carried out in accordance with internal procedures and the applicable GRI requirements, including proofreading of disclosures for compliance with corporate communication standards and a technical review to confirm alignment with sustainability governance and reporting procedures.

2-15 **Conflicts of interest**
Preserving integrity: Dealing with conflicts of interest The prevention and management of conflicts of interest form an integral part of the Rhenus corporate governance framework. Relevant principles and processes are defined in the Group Anti-Corruption Policy, which entered into force on December 1, 2024 and applies to all entities and employees of the Group. Members of the highest governance body and employees are required to separate private interests from business decisions and to avoid situations in which personal, financial or other interests could compromise their objectivity. Potential or actual conflicts of interest must be disclosed to the responsible management and Compliance function, assessed in a structured manner and mitigated by means of appropriate measures where necessary.

2-16 Communication of critical concerns

Taking responsibility: Escalation of critical concerns The Rhenus Group has established defined processes to ensure that significant compliance-related concerns are escalated to the highest governance body in a timely and appropriate manner. Critical issues identified through whistleblowing channels, compliance monitoring activities or internal investigations are assessed by the Compliance function and escalated based on their severity, relevance and potential impact. Material matters are reported to the highest governance body through regular compliance reporting, providing aggregated and anonymized information on the nature of concerns raised, their assessment and the status of follow-up measures. In cases involving serious allegations or heightened risk, escalation takes place outside the regular reporting cycle in accordance with internal escalation rules, ensuring prompt awareness and decision-making at governance level.

2-17

During the reporting period, critical concerns communicated to the highest governance body related primarily to suspected compliance violations, including potential breaches of internal policies and applicable laws. Reporting focuses on the type and significance of issues rather than individual cases, enabling the highest governance body to oversee trends, assess the effectiveness of the Compliance Management System and determine the need for further preventive or corrective actions.

Collective knowledge of the highest governance body

The board members have extensive expertise and experience in the industry, value chains and geographical regions. This forms the basis of assessing and managing the sustainability impacts of Rhenus. Furthermore, the board member responsible for sustainability is regularly informed about relevant development and regulatory frameworks, e.g. through meetings and reporting at least once a month.

[p. 09 – Management Board of the Rhenus Group](#)

2-18 Evaluation of the performance of the highest governance body

Information on the evaluation of the performance of the highest governance body is not disclosed, as such evaluations are part of confidential internal governance processes.

2-19 Remuneration policies

Information on remuneration policies of the highest governance body is not disclosed due to the confidential and sensitive nature of internal governance arrangements.

2-20 Process to determine remuneration

The processes used to determine remuneration are embedded in internal governance frameworks and are therefore not disclosed publicly.

2-21 Annual total compensation ratio

The annual total compensation ratio of the highest governance body is not disclosed, as it is considered highly sensitive and confidential.

2-22 Statement on sustainable development strategy

Please refer to [p. 11 – Sustainability at Rhenus Group](#) for the disclosure.

2-23

Policy commitments

We are committed to respecting human rights and conducting our business in accordance with internationally recognized standards in various ways.

At Rhenus, business conduct and corporate strategy are guided by our [Corporate Principles](#) and [Code of Conduct](#). In addition, we have issued a [Statement of Principles on Human Rights, Whistleblowing Rules of Procedure](#) and a [Data Protection & Privacy Policy](#). Our Guidelines on Human Rights and Corporate Social Responsibility is distributed internally to ensure that its principles are meaningfully embedded into daily operations. [Our Supplier Code of Conduct](#) outlines the expectations we place on our suppliers regarding respect for human rights, labor standards, environmental protection and ethical behavior.

All of the above-mentioned commitments and policies are issued at the Group level and apply across all Rhenus countries and business units. The policy commitments are communicated internally to the respective employees, partly in combination with training, and externally via our website.

2-24

Embedding policy commitments

At Rhenus, we aim to establish Group-wide standards for responsible business conduct wherever national laws and industry or customer requirements permit. These standards, covering compliance, information security, data protection, human rights and supply chain responsibility, are an integral part of our risk management approach. To ensure that these commitments are effectively put into practice, responsibility is distributed across key corporate functions, including Group Compliance, Group Human Resources, Group Procurement and Group Sustainability. These departments work together to embed the commitments across all business units and countries, integrating them into our strategies, operational policies and procedures. For instance, human rights principles are reflected in procurement processes, data protection is addressed within HR and IT systems, and anti-corruption measures are incorporated into our governance framework. Further details on this integration are available in the “Material topics” chapters of this report.

Our efforts also extend beyond internal operations. We expect our business partners to uphold the same standards. Through our Supplier Code of Conduct, we communicate clear expectations regarding human rights, labor conditions, environmental protection and ethical behavior, reinforced by means of supplier assessments and engagement activities. Targeted compliance training measures have been established to support the effective implementation of our policies and commitments. In 2025, comprehensive, Group-wide foundational compliance and Code of Conduct training was rolled out, complemented by existing training programs, including those related to data protection. Building on this foundation, further topic-specific compliance training initiatives are planned for 2026.

2-25 Processes to remediate negative impacts
The organization's approach to remediating negative impacts is anchored in its corporate principles and relevant internal policies. Where negative impacts are identified, appropriate measures are taken to address and, where necessary, remediate them.
Grievances can be raised through established reporting channels, in particular the Group-wide whistleblower system, the [Rhenus Integrity Line](#), which is available to employees and external stakeholders. Reported concerns are reviewed and followed up in line with defined processes, with a focus on corrective action where required.
The effectiveness of grievance handling and remediation processes is reviewed on an ongoing basis and serves as input for their further development.

2-26 Mechanisms for seeking advice and raising concerns
Employees can seek advice on the application of the organization's policies and practices for responsible business conduct through established Compliance channels, including local and Group Compliance contacts.
Concerns regarding business conduct can be raised at any time via defined reporting mechanisms. Since 2019, all employees worldwide have had continuous 24/7 access to the Group-wide whistleblower system, the Rhenus Integrity Line, which is also available to external stakeholders. The system enables confidential and anonymous reporting and complements additional internal reporting channels.

2-27 Compliance with laws and regulations
During the reporting period, one significant instance of non-compliance with laws and regulations was identified. In accordance with confidentiality obligations, specific details regarding this matter are restricted. Appropriate actions were taken in line with internal governance processes.

2-28 Membership associations
At Rhenus, we believe that addressing sustainability challenges requires collaborative engagement, and the company therefore maintains active partnerships and memberships across relevant industry initiatives. Group-wide, we currently hold membership in more than 30 industry associations, including the Smart Freight Centre, where we contribute to programs such as the Global Logistics Emissions Council (GLEC), Clean Air Transport (CAT) and Clean Cargo (CC). In addition, Rhenus is a member of DSLV Bundesverband Spedition und Logistik, participating in the "Arbeitskreis CO₂-freie Logistik". The Group is also an active member of the Open Logistics Foundation, which promotes open-source solutions for the logistics sector, and a participant in the United Nations Global Compact, supporting ongoing dialog and collaboration on responsible business practices.

2-29 Approach to stakeholder engagement
Please refer to [p. 20 – Stakeholder engagement at Rhenus Group](#) for the disclosure.

2-30	Collective bargaining agreements Data is not centrally available, as it is collected at subsidiary level where relevant. Working conditions and terms of employment are market-oriented and aligned with legal standards.
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GRI 201: Economic Performance 2016

GRI Standards	Description and content
201-1	Direct economic value generated and distributed In 2025: Turnover EUR 8.2 billion In 2024: Turnover EUR 8.2 billion In 2023: Turnover EUR 7.6 billion p. 05 – About Rhenus

Topic Standards
GRI 3: Material topics 2021

GRI Standards	Description and content
3-1	Process to determine material topics Please refer to p. 23 – Process to determine material topics for the disclosure.
3-2	List of material topics Please refer to p. 24 – List of material topics for the disclosure.

Responsible Logistics and Climate Change
GRI 3: Material Topics 2021

GRI Standards	Description and content
3-3	Management of material topics Please refer to p. 25 ff – Responsible Logistics and Climate Change for the disclosure.

GRI 302: Energy 2016

GRI Standards	Description and content	
302-1	Energy consumption within the organization In 2025: Total energy consumption: 890,064.27 MWh Total fuel consumption: 660,098.93 MWh with breakdown in - renewable fuel: 103,493.54 MWh - nonrenewable fuel: 556,605.39 MWh Electricity consumption: 216,593.03 MWh with breakdown in - renewable electricity: 44,768.47 MWh - nonrenewable electricity: 171,824.56 MWh Heating and cooling consumption: 10,254.47 MWh Steam consumption: 3,117.85 MWh	In 2024: Total energy consumption: 837,907.04 MWh Total fuel consumption: 602,736.62 MWh with breakdown in - renewable fuel: 111,623.64 MWh - nonrenewable fuel: 491,112.97 MWh Electricity consumption: 197,194.01 MWh with breakdown in - renewable electricity: 47,754.54 MWh - nonrenewable electricity: 149,439.47 MWh Heating and cooling consumption: 37,976.41 MWh In 2023: Total energy consumption: 949,072.48 MWh Total fuel consumption: 564,324.74 MWh with - renewable: 36,068.56 MWh - nonrenewable: 528,256.18 MWh Electricity consumption: 185,154.35 MWh Heating and cooling consumption: 14,689.21 MWh Other: 249.67 MWh
302-4	Reduction of energy consumption Please refer to p. 34 – Rhenus decarbonization pathway for the disclosure.	Total energy consumption represents the sum of fuel consumption, electricity consumption, heating and cooling consumption, and steam consumption reported for the respective reporting year. Energy consumption data are derived from a combination of sources. Depending on the energy carrier and availability, data are recorded in different units (e.g. kWh/MWh, litres, kilograms). All data are converted using standard conversion factors applied through the Group's central environmental data management system, with energy values consolidated in gigajoules and subsequently converted into megawatt-hours (MWh). Energy consumption data are primarily based on supplier invoices. Where invoice data are not available, estimates are applied based on the best available information for the reporting year. The reported energy consumption includes both purchased energy and self-generated energy where applicable. p. 37 ff – Rhenus energy management

GRI 305: Emissions 2016

GRI Standards	Description and content		
305	GHG accounting principles and methodology (applicable to all scopes) Greenhouse gas emissions are calculated and reported in accordance with the GHG Protocol. Emissions are reported in tonnes of carbon dioxide equivalents (tCO₂e) using global warming potential (GWP) factors as defined by the GHG Protocol. Emissions data are consolidated in line with the Group's financial consolidation approach, applying the same organizational boundaries as used for financial reporting. The Envizi ESG Suite is used as the central data management and calculation platform for greenhouse gas emissions. Envizi applies standardized calculation methodologies, emission factor libraries and assumptions consistent with the GHG Protocol. Emission factors are selected based on the energy carrier, geographic context and reporting year.	Where appropriate, calculations are based on primary activity data. Where primary data are not consistently available, standardized estimation approaches are applied in line with the GHG Protocol. 305-1 Direct (Scope 1) GHG emissions Scope 1 greenhouse gas emissions amounted to: 2025: - Scope 1: 178,177.51 tCO₂e - Biogenic emissions: 1,624.32 tCO₂e 2024: - Scope 1: 179,510.85 tCO₂e - Biogenic emissions: 1,828.67 tCO₂e 2023: 173,140.41 tCO₂e Scope 1 greenhouse gas emissions include direct emissions from stationary and mobile combustion sources within the Group's operations. Fugitive emissions may occur in specific operational contexts; however, these emissions are not material at Group level and are therefore not separately quantified. Scope 1 emissions exclude biogenic CO₂ emissions from biofuels; those are reported separately in line with the GHG Protocol. Comparable data are not available for 2023.	305-2 Energy indirect (Scope 2) GHG emissions Scope 2 greenhouse gas emissions amounted to: 2025: 61,510.60 tCO₂e (market-based method) 2024: 55,079.44 tCO₂e (market-based method) 2023: 53,767.46 tCO₂e (location-based method) Scope 2 greenhouse gas emissions comprise indirect emissions from the generation of purchased electricity, heating, cooling and steam consumed by the Group. Scope 2 emissions are reported using the market-based method in accordance with the GHG Protocol. For the reporting year 2023, only location-based Scope 2 data were available; consequently, the reported figure for 2023 is not directly comparable with the market-based figures reported for 2024 and 2025. The transition to market-based reporting reflects improved data availability regarding contractual instruments and energy procurement arrangements.

305-3 Other indirect (Scope 3) GHG emissions
Scope 3 greenhouse gas emissions amounted to:

- 2025: 3,165,198.87 tCO₂e
- 2024: 3,152,854.32 tCO₂e
- 2023: 2,475,597.53 tCO₂e

Scope 3 emissions include emissions from the Scope 3 categories assessed as material in 2025 in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. These comprise purchased goods and services (S3.1), capital goods (S3.2), fuel- and energy-related activities not included in Scope 1 or Scope 2 (S3.3), upstream transportation and distribution (S3.4), waste generated in operations (S3.5), business travel (S3.6), employee commuting (S3.7), as well as the processing and use of sold products (S3.10 and S3.11). Other Scope 3 categories that were not assessed as material in 2025 are not included in the reported Scope 3 emissions.

No biogenic CO₂ emissions have been identified within the reported Scope 3 categories and are therefore not reported separately.

Calculations are based on a combination of activity-based data and standardized estimation approaches where primary data are not consistently available across the value chain. The scope and coverage of reported Scope 3 emissions reflect the current state of data availability, methodological maturity and relevance across the Group's value chain. The increase in Scope 3 emissions compared to 2023 mainly reflects improved data coverage and methodological enhancements, including the inclusion of additional emission sources identified as material.

- 305-4 GHG emissions intensity**
The disclosure is currently not reported, as the calculation of a meaningful and consistent greenhouse gas emissions intensity metric is not yet feasible at group level.
- 305-5 Reduction of GHG emissions**
Please refer to [p. 34 – Rhenus decarbonization pathway](#) for the disclosure.

305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions
Emissions of nitrogen oxides (NO_x), sulfur oxides (SO_x) and other significant air pollutants are primarily associated with transport and logistics activities within the Group's value chain. While air pollutant emissions are assessed as a material impact topic at Group level, emissions from the Group's own operations are comparatively limited and largely subject to regulatory emission standards.

Recycling

GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	Management of material topics Please refer to p. 59 ff – Recycling for the disclosure.

GRI 306: Waste 2020

GRI Standards	Description and content
306-1	Waste generation and significant waste-related impacts Please refer to p. 59 ff – Recycling for the disclosure.
306-2	Management of significant waste-related impacts Please refer to p. 59 ff – Recycling for the disclosure.

306-3 Waste generated

In 2025, we had a total waste generation of 106,449 tonnes (t), with 690 t classified as hazardous waste and 105,758 t as non-hazardous waste.

The composition of the 2025 waste stream was as follows:

- Paper and Board: 81,458 t
- Plastic Materials: 3,048 t
- Organic Waste: 159 t
- Commercial & Industrial Waste: 7,081 t
- Construction Wood: 5,312 t
- Eletronical Items: 924 t
- Household Residual: 4,627 t
- Other: 3,839 t

Waste data are primarily based on invoices and documentation provided by external waste management service providers. The allocation of waste fractions is based on classifications provided by local waste management service providers and may reflect local waste regulations and practices.

306-4 Waste diverted from disposal

In 2024, we had a total waste generation of 93,190 t. In 2023, we had a total waste generation of 14,214 t. The significant increase is primarily due to closing data gaps, improving data quality and expanding the scope of data collection across our operations.

In 2025, Rhenus diverted a total of 98,237 t of waste from disposal, representing 92.29% of the total waste generated. This included both hazardous and non-hazardous waste, recovered through the following operations:

- Recycling: 98,029 t (92.09% of total waste)
- Composting: 175 t (0.16% of total waste)
- Anaerobic Degestion: 34 t (0.03% of total waste)

The diverted waste mainly consisted of the following selected key waste fractions:

- Paper and Board: 80,955 t
 - Wood: 4,750 t
 - Commercial and Industrial Waste: 5,278 t
- All recovery activities were carried out offsite by certified waste management partners. All waste reported as diverted from disposal was treated in recovery operations and was not disposed of through landfill or incineration without energy recovery. Reuse is not reported separately, as corresponding data are not consistently available across operations.

306-5	Waste directed to disposal In 2025, 8,211 t of waste (7.71% of the total waste generated), was directed to disposal. This includes a) non-hazardous waste: ▪ Landfilling: 2,272 t (2.13% of total waste) ▪ Combusted: 3,365 t (3.16% of total waste) b) hazardous waste: ▪ Waste-to-Energy: 617 t (0.56% of total waste) ▪ Other: 1,957 t (1.84% of total waste) All disposal activities were conducted offsite in accordance with applicable regulations. Note on all waste data: Due to rounding of waste quantities to tonnes, minor deviations may occur when summing reported figures or reconciling percentages. Percentages are calculated based on underlying kilogram data.
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People Sustainability

GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	Management of material topics Please refer to p. 62 ff – People sustainability for the disclosure.

GRI 401: Employment 2016

GRI Standards	Description and content
401-1	New employee hires and employee turnover In the reporting period, a total of 5,552 new employees were hired across the organization. Employee turnover amounted to 11,208 employees, corresponding to a rate of 28.64%. The hire and turnover rates reflect dynamic workforce changes across the Group. Owing to the heterogeneity of business activities and operating models, these indicators are primarily used for internal monitoring rather than as standalone performance benchmarks at Group level.

	The employee turnover rate is calculated based on the number of employees at the end of the reporting period (year-end headcount). Workforce movement is monitored and managed primarily on an aggregated Group-level basis; due to the heterogeneity of the Group's business activities and operating models, further disaggregation is not considered decision-useful at Group level.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees Disclosure of information on employee benefit structures is restricted due to confidentiality requirements related to internal employment policies and contracts.
401-3	Parental leave Parental leave data are not currently available on a harmonized group-wide basis.

GRI 404: Training and Education 2016

GRI Standards	Description and content
404-1	Average hours of training per year per employee Average training hours are not currently available on a harmonized group-wide basis, while learning and development activities are managed and monitored primarily through qualitative and participation-based indicators at Group level.
404-2	Programs for upgrading employee skills and transition assistance programs Please refer to p. 62 ff – People sustainability for the disclosure.
404-3	Percentage of employees receiving regular performance and career development reviews Performance and development review processes are established across the organization but are implemented and documented through decentralized processes that do not allow for consistent group-wide reporting at this stage.

GRI 405: Diversity and Equal Opportunity 2016

GRI Standards	Description and content
405-1	Diversity of governance bodies and employees Governance body (Management Board), 2025: - Gender: 14.3% female, 85.7% male - Age groups: 42.86% between 30–50 years, 57.14% >50 years Employees, 2025: - Gender: 32.14% female, 63.10% male, 4.75% diverse or undisclosed - Age groups: 25.45% <30 years, 48.42% between 30–50 years, 26.12% >50 years - Occupational category: 50.59% blue collar, 49.41% white collar Employees, 2024: - Gender: 24.5% female, 73.5% male, 2% diverse or undisclosed - Age groups: 13% <30 years, 52% between 30–50 years, 35% >50 years - Occupational category: 34% white collar, 66% blue collar

Employees, 2023:

- Gender: 25% female, 74% male, 1% diverse or undisclosed
- Age groups: 13% <30 years, 52% between 30–50 years and 35% >50 years
- Occupational category: 31% white collar, 69% blue collar

Percentages are based on headcount as of the end of the respective reporting year.

[p. 62 ff – People sustainability](#)

Health & Safety

GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	Management of material topics Please refer to p. 71 ff – Health and safety for the disclosure.

GRI 403: Occupational Health & Safety 2018

GRI Standards	Description and content
403-1	Occupational health and safety management system Please refer to p. 71 ff – Health and safety for the disclosure.

403-2	Hazard identification, risk assessment and incident investigation Please refer to p. 71 ff – Health and safety for the disclosure.
403-4	Worker participation, consultation and communication on occupational health and safety Please refer to p. 71 ff – Health and safety for the disclosure.
403-5	Worker training on occupational health and safety Please refer to p. 71 ff – Health and safety for the disclosure.
403-6	Promotion of worker health Please refer to p. 71 ff – Health and safety for the disclosure.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships Please refer to p. 71 ff – Health and safety for the disclosure.

403-8	Workers covered by an occupational health and safety management system The internal IT system “Corporate H&S Assessment” was developed to support the structured documentation and evaluation of the maturity and effectiveness of occupational Health & Safety management and organizational structures using a standardized self-assessment process. To further strengthen alignment with international standards, the “Corporate H&S Assessment” has been expanded into an internal Health & Safety certification program based on ISO 45001. The rollout across Rhenus sites began in early 2026 and currently covers 20.6% of Rhenus employees. Full coverage of the workforce is targeted for October 2026. The program ensures that all Rhenus locations meet consistent and comparable quality standards in occupational Health & Safety. Implementation of the Health & Safety management system is continuously monitored, enabling systematic progress tracking and the promotion of continuous improvement.
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In combination with an accompanying guideline that defines key objectives across relevant sub-areas and provides practical implementation guidance and tools, the system supports each business unit in efficiently establishing, maintaining and continuously improving its Health & Safety management system.

Currently, 97.5% of Rhenus employees are covered by an internal Health & Safety audit. In addition, 18.6% of Rhenus sites hold an external Health & Safety certificate, collectively covering 20.5% of the workforce.

403-9 Work-related injuries

2025:

Number of fatalities: 0

Number of accidents requiring at least 1 day off work/hours worked x 1 million (LTIFR): 9.70

Number of days lost by Rhenus employees requiring at least 1 day off work/accidents by Rhenus employees requiring at least 1 day off work (LTISR): 18.10

In 2024, LTIFR was 13.8 and LTISR was 20.10.

In 2023, LTIFR was 15.8 and LTISR was 21.2. In 2022, LTIFR was 17.09 and LTISR was 11.03 (for Germany).

The LTIS Rates have been calculated based on 1,000,000 hours worked. Since 2023, our international reporting started, so the year-on-year figures are becoming more and more valid group-wide. Right now we have a data coverage of 97.6 of all global Rhenus-locations.

Compliance management

GRI 3: Material topics 2021

GRI Standards	Description and content
3-3	Management of material topics Please refer to <u>p. 71 ff – Health and safety</u> for the disclosure.

GRI 205: Anti-corruption 2016

GRI Standards	Description and content
205-1	Operations assessed for risks related to corruption Corruption risk assessments are embedded in the Group's overarching risk management processes and are not documented at the location-specific level prescribed by the standard.

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GRI 409: Forced or Compulsory Labor 2016

GRI Standards	Description and content
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor As part of the human rights due diligence obligations, no activities or business partners were identified during the 2025 reporting period that presented an increased risk for incidents of forced or compulsory labor.

GRI 414: Supplier Social Assessment 2016

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

414-2	Negative social impacts in the supply chain and actions taken Please refer to p. 85 – Supply chain due diligence for the disclosure.
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GRI 418: Customer Privacy 2016

GRI Standards	Description and content
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data In 2025, a total of 21 substantiated complaints concerning data breaches were recorded. No complaints were reported by regulatory authorities. Further differentiation of substantiated complaints is not reported due to confidentiality considerations.



Independent Assurance Statement

TÜV Rheinland France SAS ("TÜV Rheinland") has been engaged by Rhenus SE & Co. KG ("Rhenus Group") to provide independent assurance on the 2025 Rhenus Group Sustainability Report for the reporting year from 1 January 2025 to 31 December 2025.

This assurance engagement was conducted in accordance with the AA1000 Assurance Standard v3 (AA1000AS v3, 2020), as a Type 2 Moderate level assurance engagement. The engagement also assessed the alignment of the Sustainability Report with the GRI Standards 2021 reporting criteria stated by Rhenus Group.

The intended users of this statement are the management and stakeholders of Rhenus Group, in the context of the publication of the 2025 Rhenus Group Sustainability Report.

Scope and Subject Matter

The assurance engagement covered the sustainability disclosures included in the 2025 Rhenus Group Sustainability Report. The reporting boundary covered Rhenus Group and the relevant fully consolidated subsidiaries included in the Sustainability Report, across global operations including transport, warehousing, freight forwarding, contract logistics and corporate functions.

The subject matter of the engagement comprised:

- Rhenus Group's adherence to the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact;
- the reliability and quality of specified sustainability performance information and disclosed information presented in the Sustainability Report; and
- the alignment of the GRI content index and related disclosures with the GRI Standards 2021 "in accordance" reporting criteria stated by Rhenus Group.

The assurance covered specified qualitative and quantitative disclosures relating to the material topics reported by Rhenus Group, including responsible logistics and climate change, recycling, people sustainability, health and safety, and compliance management.

This engagement was a sustainability report assurance engagement. It did not constitute a financial audit, legal compliance audit, management system certification, product certification, site-level certification or standalone greenhouse gas verification engagement.

Responsibilities

Responsibilities of Rhenus Group

Rhenus Group is responsible for the preparation and fair presentation of the Sustainability Report, including the GRI content index and the underlying sustainability information. This responsibility includes determining material topics, selecting and applying suitable reporting criteria, establishing and maintaining reporting processes and internal controls, defining KPI methodologies, consolidating data, retaining supporting evidence, and ensuring that information provided to TÜV Rheinland is complete and accurate.

Responsibilities of TÜV Rheinland

TÜV Rheinland is responsible for expressing an independent Moderate level assurance conclusion based on the procedures performed and evidence obtained. TÜV Rheinland planned and performed the engagement in accordance with AA1000AS v3, including assessing Rhenus Group's adherence to the AA1000 AccountAbility Principles and, for this Type 2 engagement, assessing and evidencing the reliability and quality of specified sustainability performance information and disclosed information within the assurance scope.

Criteria and Methodology

The assurance work was performed against the following criteria:

- AA1000 Assurance Standard v3 (2020);
- AA1000 AccountAbility Principles (2018);
- GRI Standards 2021 "in accordance" reporting criteria, as stated by Rhenus Group; and
- Rhenus Group's disclosed reporting methodologies, KPI definitions, consolidation rules and calculation approaches, where applicable.

Where Rhenus Group applied internal methodologies or calculation approaches, TÜV Rheinland assessed the consistency of application, transparency of the methodology, traceability of the source data, and reasonableness of the supporting evidence provided.

Summary of Assurance Procedures

Our assurance activities were conducted in accordance with AA1000AS v3 Type 2 Moderate level of assurance and included the following procedures:

- 1. Review of Report and Reporting Criteria**
 - Reviewed the Sustainability Report, GRI content index and related disclosure mapping.
 - Assessed whether the reported scope, reporting period, boundary and criteria were clearly presented.
- 2. Assessment of AA1000 AccountAbility Principles**
 - Reviewed evidence supporting Rhenus' approach to stakeholder consideration, materiality determination, responsiveness to material topics and impact-related reporting.
 - Assessed whether the four AA1000 AccountAbility Principles were addressed in the reporting process and disclosures.
- 3. Interviews and Process Walkthroughs**
 - Conducted interviews and walkthroughs with selected personnel responsible for sustainability reporting, environmental data, workforce data, health and safety, compliance and related management processes.
 - Confirmed data ownership, reporting flows, review responsibilities and approval arrangements for selected disclosures.
- 4. Data Verification and Sampling**
 - Performed sample-based testing of selected qualitative and quantitative disclosures.



Precisely Right.

- Reviewed selected source records, consolidation files, calculation records and management explanations supporting reported information.
- 5. Calculation and Consistency Checks**
 - Checked the mathematical accuracy of selected KPI calculations and consistency between source data, consolidation files and reported figures.
 - Performed analytical procedures and reasonableness checks over selected performance information.
- 6. GRI Content Index Review**
 - Reviewed the GRI content index for disclosure mapping, report references, stated omissions and consistency with the related report content.
 - Assessed whether selected disclosures were presented in a manner consistent with the GRI Standards 2021 reporting criteria stated by Rhenus Group.
- 7. Traceability and Evidence Review**
 - Reviewed whether selected claims, targets, actions and performance statements were supported by appropriate documentary evidence and/or management representations.
 - Confirmed that the Sustainability Report, in the areas reviewed, was consistent with the findings of the assurance procedures.

Limitations and Mitigation Approach

This Moderate level assurance engagement is subject to the following limitations. TÜV Rheinland sought to mitigate these limitations through a risk-based and sample-based approach, analytical procedures, calculation checks, review of selected source evidence and consolidation files, interviews with relevant personnel, and consideration of management explanations for selected disclosures.

- 1. Moderate Level of Assurance**
 - A Moderate level of assurance under AA1000AS v3 involves a lower level of confidence than a High level of assurance. The procedures performed were not designed to identify all potential errors, omissions or misstatements.
- 2. Sampling Approach**
 - Testing was performed on a sample basis and was not exhaustive. Accordingly, there remains a possibility that errors or misstatements not captured in the selected samples may exist in the full population.
- 3. Reliance on Provided Information**
 - The assurance procedures relied on data, documentation and explanations provided by Rhenus Group. TÜV Rheinland did not independently verify every data point, site, source document, system record or transaction.
- 4. Reporting Boundary and Consolidation**
 - The assurance was limited to the reporting boundary and disclosures described in the Sustainability Report. TÜV Rheinland did not perform a separate legal or financial consolidation audit of the reporting boundary.
- 5. No Standalone GHG Verification**
 - The engagement included review of selected climate and emissions-related disclosures as part of sustainability report assurance. It did not constitute a standalone greenhouse gas verification engagement.
- 6. Forward-looking Information**
 - Forward-looking statements, targets, commitments and future plans were reviewed for consistency with the information and methodologies provided, but TÜV Rheinland does not provide assurance that such future outcomes will be achieved.

Findings and Conclusions on the AA1000 AccountAbility Principles

Based on the procedures performed and evidence obtained, TÜV Rheinland concludes that there are no instances or information that would be contrary to the following findings and conclusions on Rhenus Group's adherence to the AA1000 AccountAbility Principles:

Principle	Findings and conclusion
Inclusivity	Rhenus Group has identified relevant stakeholder groups and considered stakeholder interests through its sustainability and materiality processes. Based on the evidence reviewed, Rhenus Group has applied the principle of Inclusivity in all material respects.
Materiality	Rhenus Group has applied a structured process to determine material sustainability topics. The topics reported are broadly consistent with the nature of its logistics activities and related sustainability impacts. Based on the evidence reviewed, Rhenus Group has applied the principle of Materiality in all material respects.
Responsiveness	Rhenus Group has disclosed management approaches, actions and selected performance information for its material topics. Based on the evidence reviewed, Rhenus Group has applied the principle of Responsiveness in all material respects.
Impact	Rhenus Group has reported selected qualitative and quantitative information on impacts associated with its material topics, including climate, energy, waste, workforce, health and safety and compliance-related matters. Based on the evidence reviewed, Rhenus Group has applied the principle of Impact in all material respects.

Conclusion

Based on the procedures performed and the evidence obtained, TÜV Rheinland provides the following Moderate level assurance conclusion for the subject matter within the scope of this engagement.

Nothing has come to our attention that causes us to believe that:

- Rhenus Group has not adhered, in all material respects, to the AA1000 AccountAbility Principles of Inclusivity, Materiality, Responsiveness and Impact;
- the specified sustainability performance information and disclosed information reviewed within the assurance scope are not, in all material respects, reliable and of appropriate quality in accordance with the stated criteria and Rhenus Group's disclosed reporting methodologies; or
- the GRI content index and related disclosures reviewed within the assurance scope are not aligned, in all material respects, with the GRI Standards 2021 "in accordance" reporting criteria stated by Rhenus Group.

Detailed observations and improvement points identified during the engagement, where applicable, have been communicated separately to Rhenus Group management.



Precisely Right.

Independence and Competence

TÜV Rheinland maintains internal arrangements to support the independence, objectivity and technical competence of its assurance teams. For this engagement:

- the assurance team confirmed its independence from Rhenus Group and was not involved in the preparation of the Sustainability Report or the underlying sustainability information;
- the engagement was conducted in accordance with TÜV Rheinland's internal quality management and technical review processes; and
- the assurance team comprised qualified professionals with experience in sustainability assurance, ESG reporting, GRI Standards, AA1000AS v3, environmental data review, social and workforce-related data review, and sustainability performance assessment.

Continuous professional development and internal review processes are maintained to support the quality and consistency of assurance work.

Statement Use

This Independent Assurance Statement has been prepared for Rhenus SE & Co. KG in accordance with the terms of the engagement and for inclusion in, or publication together with, the 2025 Rhenus Group Sustainability Report. It may not be suitable for any other purpose. This statement may only be reproduced in full and together with the related Sustainability Report unless otherwise agreed by TÜV Rheinland.

On behalf of TÜV Rheinland

Lead Verifier:

Verifier(s):

Reviewer:

Approver:

Mr. Wai Kwok Wong (ACSAP: No. A17092401)

Ms. Jia Liu

Mr. Ryan Foo

Ms. Haidie Keddar

Date:

01 June 2026

Place:

Courbevoie, France

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