



Sustainability Report 2023



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Join us on our journey to a sustainable future

The 2023 Sustainability Report presents data for the years 2021, 2022, and 2023. Where applicable, it also incorporates the most current data, including partial information from 2024.

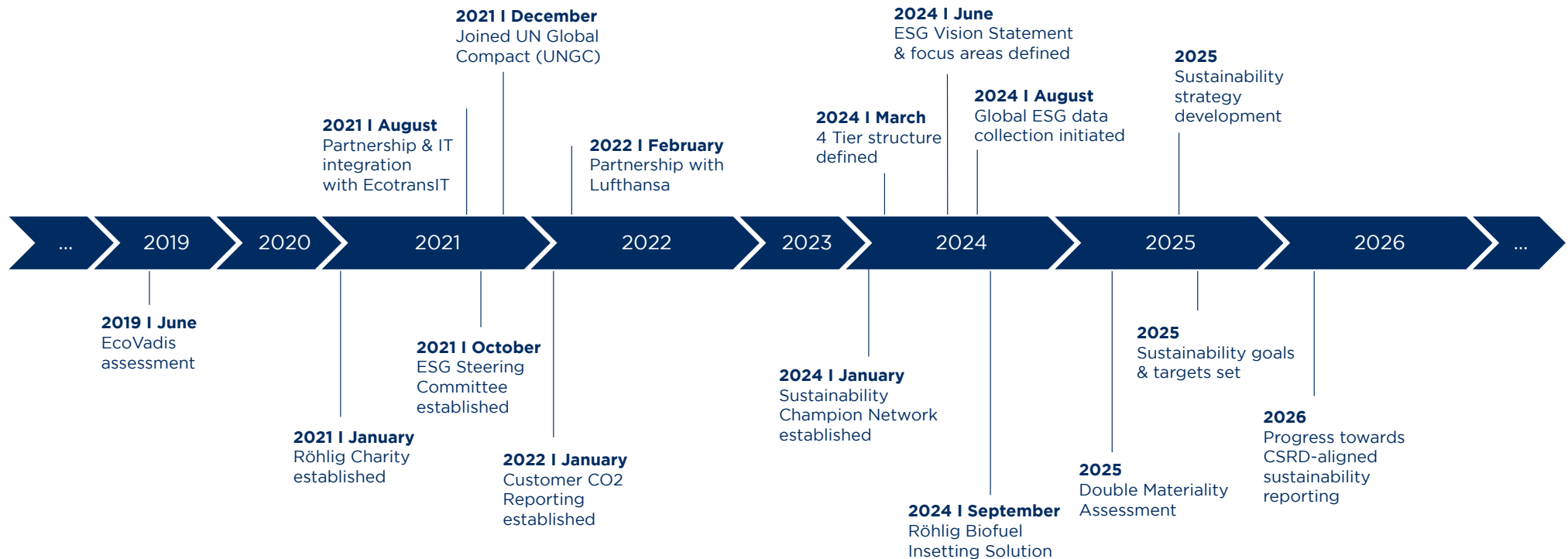
1. EXECUTIVE SUMMARY

MESSAGE FROM THE GLOBAL EXECUTIVE BOARD

“Our commitment to sustainability is an integral part of our corporate responsibility and guides us in everything we do. As a long-standing family business, we are especially motivated to build a sustainable future for generations to come.” Ulrike Baum, Chief Human Resource Officer & Member of the Global Executive Board.

KEY HIGHLIGHTS AND ESG ACHIEVEMENT

Röhlig is committed to sustainability and continuously works to enhance our performance and establish ourselves as a responsible business leader. Our journey demonstrates our dedication to sustainable practices and responsible growth.



The following ESG facts highlight Röhlig Logistics' performance in 2023, showcasing our achievements and commitment to sustainability. These metrics reflect our focus on environmental responsibility, social accountability, and robust governance practices. Together, they underline Röhlig's dedication to creating long-term value for stakeholders.

ESG FACTS

Environment

- Sustainability representatives in 100% of operating countries
- 88% warehouse waste recycling rate
- 72% warehouse LED usage

Social

- 49% female and 36% in management roles
- 100% employees receive ethics, compliance, security, and data protection training
- Health and safety program in all offices and warehouses

Governance

- Headquarter in Bremen, Germany
- ESG lead by Global Executive Board (CHRO)
- ESG Steering Committee established
- Compliance management system

2. ABOUT RÖHLIG LOGISTICS

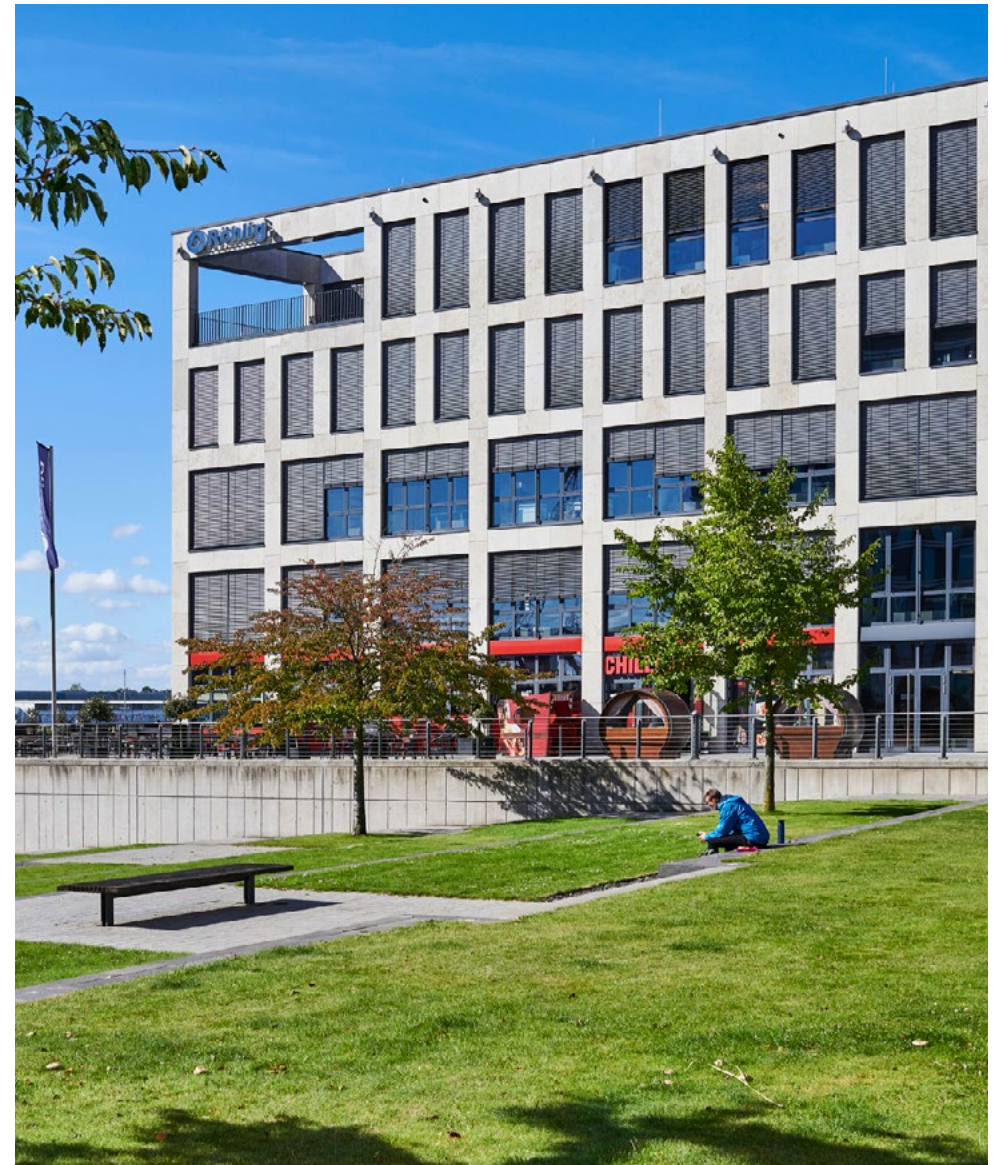
COMPANY PROFILE

Röhlig is an owner-operated independent logistics company with more than 2,700 employees worldwide. We serve our customers by developing tailor-made solutions in the areas of sea freight, air freight and contract logistics. We have a global network of our own offices in more than 35 countries spanning six continents, and we combine the professionalism of a major company with the values of a family-owned business.

Röhlig demonstrated a strong commitment to expanding its global footprint despite challenging market conditions in 2023. We entered new key markets, including Brazil, Japan, and Canada, while strengthening our presence in established regions such as Spain, Malaysia, India, and Thailand by opening new offices. With over 40 warehouses worldwide, covering approximately 265,000 square metres of storage space, Röhlig continues to enhance our capacity to meet diverse customer needs. This expansion underscores the company's resilience and adaptability, allowing it to support customers on a global scale while reducing dependency on any single economic region.

KEY PERFORMANCE FIGURES

In EUR million	2023	2022
Gross sales	1,193.0	1,915.5
Net sales	961.0	1,613.2
Gross profit	221.0	280.0
EBIT	19.6	84.8
Total assets	281.5	337.9



RÖHLIG HEADOFFICE BREMEN

BUSINESS STRATEGY AND SUSTAINABILITY

Röhlig concluded its “Blue Star” strategy in 2023, which emphasised growth, financial stability, and market expansion. Building on this success, the company launched the “#Connected for Growth” programme, which focuses on People, Network, and Sales as the pillars of its strategy through 2026. This programme aims to achieve profitable growth by investing in talent development, expanding the company’s global network, and enhancing its customer-oriented sales approach.



Sustainability is a cornerstone of Röhlig’s vision for the future. As a signatory to the UN Global Compact, the company aligns its operations with ten principles focused on human rights, labour, environment, and anti-corruption. Röhlig also implemented CO2 calculation for freight emissions and actively promotes ESG initiatives through a global network of “Sustainability Champions”. These efforts reflect the company’s recognition of its responsibility to operate sustainably and ethically.

Through innovative strategies, a robust network, and a forward-looking approach, Röhlig has positioned itself for continued growth in the global logistics sector.



Overview Of Röhlig's Commitment To Sustainability

VISION STATEMENT AND ESG FOCUS

ENVIRONMENT

Dedication to Climate Action

We are committed to minimizing our ecological impact by managing water and energy consumption, managing waste effectively, and reducing carbon emissions.

Focus:

- Managing energy consumption
- Reducing carbon emissions
- Effective waste management
- ISO 14001 environmental standards

SOCIAL

Progressive Workplace for all

Our people are at the heart of our company. We foster diversity, promote work-life balance, uphold fundamental rights, and ensure health, safety, privacy, and career growth.

Focus:

- Promoting diversity & work-life balance
- Upholding fundamental rights & human rights compliance
- Prioritizing health & safety
- Safeguarding data privacy

GOVERNANCE

Responsible & Reliable Corporate

Our sustainability management emphasizes ethical conduct, accountability, and transparency. We commit to quality, continuous improvement, and integrating ESG considerations into our governance.

Focus:

- Sound financial strategy
- Compliance management
- Code of conduct & anti-corruption policy
- Supplier & quality management
ISO 9001

Ecovadis

performance. The result shows our commitments to sustainability across multiple topics, namely, environment, labour & human rights, ethics, and sustainable procurement.

Our main highlights include especially our robust policies, that count with clear targets to be achieved in the coming years, as well as the actions we take to ensure sustainability is embedded in our departments and decisions. Our most well-rated areas are labour & human rights and ethics which include measures such as, but not limited to, working conditions, career and training development, DEI, anti-corruption and information security.

This recognition by EcoVadis is a testament to our efforts, and Röhlig celebrates this achievement while striving for continuous improvement in all areas of sustainability. We are currently working on improving our data collection to better understand the impact of our actions, strengthening our policies and increasing the deployment of measures across most entities.

UNGC

Annually since 2021, Röhlig Logistics commits to the United Nations Global Compact (UNGC), the world's largest corporate sustainability initiative, and submits the Communication on Progress (CoP) questionnaire to show sustainability advancements. This pledge underscores Röhlig's dedication to embedding sustainability principles into its core business operations. As we move forward, Röhlig Logistics remains steadfast in its commitment to the UNGC, continuously striving to uphold its ten principles and contribute meaningfully to global sustainability goals in the years ahead.

Focus on UN SDGs

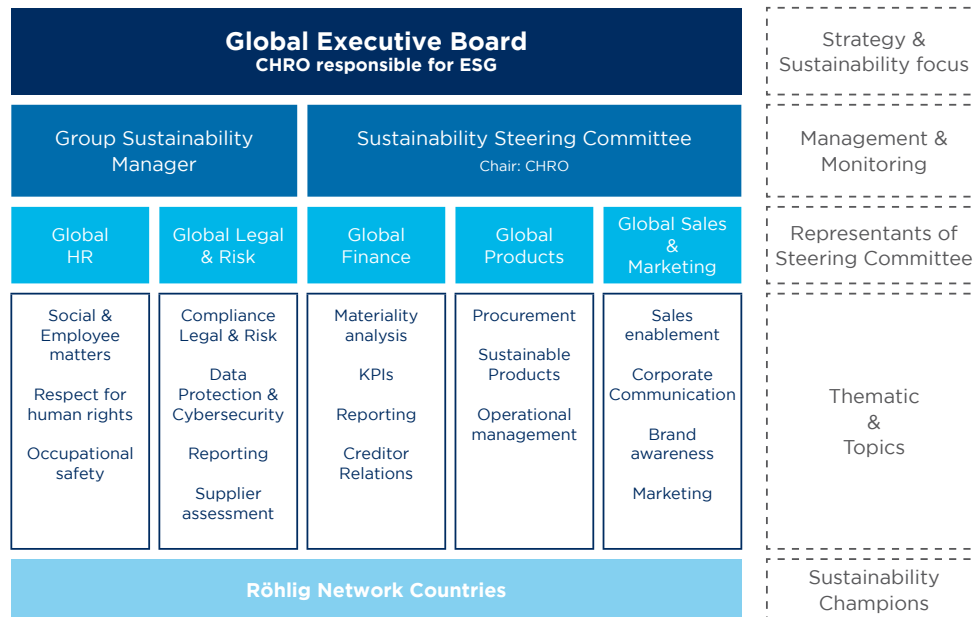
Röhlig is committed to advancing sustainability through a focused alignment with seven of the United Nations Sustainable Development Goals (SDGs). These goals guide our efforts to promote well-being, inclusivity, environmental stewardship, and global partnerships for a better future.

- Good Health and Well-Being
Ensure healthy lives and promote well-being for all at all ages
- Quality Education
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- Gender Equality
Achieve gender equality and empower all women and girls
- Decent Work & Economic Growth
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- Responsible consumption & production
Ensure sustainable consumption and production patterns
- Climate Action
Take urgent action to combat climate change and its impacts
- Partnerships for the goals
Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development

3. SUSTAINABILITY MANAGEMENT APPROACH

SUSTAINABILITY MANAGEMENT FRAMEWORK AND OBJECTIVES

At Röhlig, we are committed to making sustainability a fundamental part of our entire organisation. We believe that true sustainability requires collective effort and must be woven into the fabric of our company's structure. To achieve this, we have ESG embedded across the organisation ensuring that our sustainability goals are consistently reflected in every decision we make. By aligning our actions with our commitment to sustainability, we strive to create a positive impact on both our business and the environment.



STAKEHOLDER ENGAGEMENT

Röhlig Logistics recognises stakeholder engagement as a cornerstone of its sustainability initiatives, ensuring that diverse perspectives shape and enhance its ESG vision and focuses.

A key element of this engagement is the Sustainability Champion Network, which actively involves all countries in driving ESG integration across the business. Local champions have been appointed in each country to promote sustainable practices and encourage collaboration. The network's 4 - tiered system enables countries at similar stages of their sustainability journey to work closely together, creating opportunities for mutual learning and progress.

At a global level, Röhlig has established a robust ESG management framework that includes an ESG Steering Committee. This committee consists of representatives from all key departments, ensuring that important stakeholder perspectives are considered across the organisation. Together, the insights generated by the ESG Steering Committee and the Sustainability Champion Network contribute to Röhlig's Double Materiality Assessment (DMA) process, which identifies the most relevant material topics for our organisations according to our main impacts, risks and opportunities. This methodology is detailed in the following section.

Röhlig's DMA process begins with value chain mapping and stakeholder identification, ensuring that all affected stakeholders are accounted for. This is followed by a structured methodology that defines time horizons, scoring thresholds, and a phased stakeholder engagement strategy. This comprehensive approach ensures sustainability considerations are incorporated at every level.

By integrating stakeholder feedback and leveraging the strengths of its global network, Röhlig ensures its sustainability initiatives align with business goals while delivering meaningful, localised impacts.

DOUBLE MATERIALITY ASSESSMENT

Röhlig follows a systematic approach for its Double Materiality Assessment (DMA). The process is structured into five distinct phases: design, identify, assess, prioritise, and report, ensuring a clear path from initial analysis to actionable outcomes and transparent communication.

The design phase establishes the foundation, focusing on value chain mapping and stakeholder identification. This step defines the scope of the assessment, identifies key stakeholders across upstream, operational, and downstream activities, and outlines time horizons and scoring methodologies, including thresholds for materiality. Importantly, a phased stakeholder engagement approach is developed to incorporate diverse perspectives throughout the assessment.

In the identify phase, Röhlig analyses its operations and value chain to determine key Impacts, Risks, and Opportunities (IROs). This involves assessing activities to identify impact drivers and evaluating sustainability risks and opportunities across various segments of the value chain. These findings are pre-assessed for their relevance and completeness, ensuring alignment with both internal priorities and stakeholder expectations.

During the assessment phase, the company applies a robust scoring methodology to evaluate both the actual and potential impacts of identified IROs. We organise workshops with key stakeholders to assess criteria such as scale, scope, irremediability, and likelihood of occurrence are considered for each identified impact, while financial materiality is determined by analysing potential effects on revenue, cost structures, and access to resources. This dual perspective—covering both impact and financial materiality—ensures a comprehensive understanding of sustainability risks and opportunities.

In the prioritisation phase, materiality thresholds are applied to categorise IROs based on their importance to stakeholders and their impact on the business. Aggregated results combine impact and financial materiality, which are then validated through engagement with internal stakeholders and the ESG Steering Committee. This ensures alignment with organisational

goals and compliance with regulatory requirements such as CSRD and ESRS standards.

Finally, the report phase documents the entire process, including methodologies, assumptions, and results. Detailed narratives and visuals are prepared to clearly communicate how material sustainability topics interact with Röhlig's broader business strategy and operational model. This phase ensures transparency and accountability while providing actionable insights for continuous improvement.

By embedding stakeholder engagement and a detailed assessment methodology into the DMA process, Röhlig Logistics ensures that sustainability considerations are deeply integrated into its decision-making framework. This approach supports the company's efforts to align with global ESG standards, address stakeholder expectations, and drive meaningful, long-term value creation.

Initial Results of DMA

Based on our initial evaluation, E1 Climate Change, S1 Own Workforce and G1 Business Conduct have been identified as material topics. These results were derived from DMA workshops conducted with various stakeholders, using a structured approach to assess impacts, risks, and opportunities.

However, these results are still under review by the auditor and are pending final approval by the Board. Further validation may lead to adjustments.

4. ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL POLICIES & ENVIRONMENTAL MANAGEMENT SYSTEM

Röhlig's Environmental Policy reflects its strong commitment to improving environmental performance and promoting sustainability across all business activities. This policy is supported by comprehensive environmental programmes that emphasise company-wide consumption monitoring, innovative and sustainable service options, energy management through efficient solutions, carbon footprint reporting, and environmental training and awareness initiatives.

Aligned with the ISO 14001 Environmental Management System, Röhlig ensures global compliance and monitoring of environmental standards. Regular audits and reviews are conducted to ensure the achievement of targets and continuous improvement. Röhlig holds a group ISO 14001, with specific certifications in Belgium, Germany, Italy, France, Spain, Switzerland, South Africa, UK and the USA. In 2024, 25% of our operating countries have achieved certification. By 2025, nearly 60% of our sites will be ISO 14001 certified, with 11 additional countries set to achieve certification—further strengthening Röhlig's global commitment to environmental sustainability.

ENERGY USAGE AND EFFICIENCY

Röhlig's energy consumption primarily occurs in offices and warehouses, with key usage areas including lighting, electronic devices, and office equipment. To enhance sustainability, the company prioritises energy efficiency and aims to transition as many offices as possible to green electricity, ensuring greater use of renewable energy and a significant reduction in carbon footprint. Continuous monitoring and ongoing improvements in energy efficiency are central to these efforts.

By installing multiple energy-efficient systems, we were able to drastically lower our electricity consumption. For example, we chose LED lights for our facilities and maximised natural light to reduce reliance on artificial lighting. We also installed photovoltaic panels in selected facilities and improved thermal efficiency to reduce the need for excessive heating or cooling.

- 76% of warehouses are equipped with LED lighting
- 62% of warehouses with roof skylights and glass facades
- 52% of facilities with thickened insulation layers

For energy efficiency in IT Infrastructure, our procurement strategy prioritises state-of-the-art IT equipment with high energy efficiency. We consistently select devices that meet the latest industry standards for low power consumption, extended lifespan, and optimised performance. This includes energy-efficient servers, cloud-based solutions to reduce on-premise infrastructure, and hardware designed for minimal environmental impact.

Additionally, we integrate power management features, such as automated shutdown, dynamic scaling, and virtualisation, to further reduce energy use. By continuously upgrading our IT infrastructure with cutting-edge, sustainable technology, we actively contribute to lowering overall energy consumption and minimising our environmental footprint.

These measures align with our sustainability goals, helping us track progress through KPIs such as energy consumption per facility, percentage of renewable energy used, and overall reduction in carbon footprint.

	2021	2022	2023
Total energy consumption in MWh	940.17	951.81	928.89
Total renewable energy in MWh	147.45	150.92	154.46

GREENHOUSE GAS (GHG) EMISSIONS MEASURING AND REPORTING

The emission balance sheet below marks Röhlig's first year of GHG emissions reporting, covering all 32 countries for the years 2021, 2022, and 2023. While some countries faced challenges due to unavailable data, we achieved a 90% data submission rate and remain committed to improving data quality in future reporting cycles.

Scope 1&2 emissions data are collected through our Sustainability Champion network, with calculations following GHG Protocol guidance and recommended emission factors (see GRI Index for further details). The majority of our emissions originate from shipment-related activities, which are calculated using EcoTransIT, an industry-recognised logistics emissions calculation system. Beyond shipment emissions, Scope 3 also includes business travel and employee commuting, reported through employee surveys or country-level estimates.

While we do not yet conduct external verification, we manually review all data and benchmark against market standards to ensure accuracy. We acknowledge gaps in our reporting, and we are actively working to improve data completeness and accuracy. Looking ahead, we plan to enhance our reporting by implementing dedicated software to streamline data collection and improve overall precision.

Emissions in [TCO ₂ e]				
	Scope	2021	2022	2023
	Scope I	6,135.53	6,329.75	8,348.56
	Scope II	949.25	960.89	937.44
	Scope III	443,519.15	553,854.15	556,070.06
SUM		450,603.94	561,144.79	565,356.06

Emissions in [TCO ₂ e]				
	Components	2021	2022	2023
SCOPE 1	Gas	5.24	6.12	14.59
	Oil heating	0.00	0.00	0.00
	Company Car	6,130.29	6,323.62	8,333.97
SCOPE 2	Electricity	940.17	951.81	928.89
	District heating	9.08	9.08	8.55
SCOPE 3	Purchased goods and services	n/a	n/a	n/a
	Capital goods	n/a	n/a	n/a
	Fuel- and energy-related activities	n/a	n/a	n/a
	Upstream + Downstream transportation and distribution	391,224.74	491,431.37	492,900.11
	Waste generated in operations	21.85	25.13	25.42
	Business travel	8,287.99	9,348.39	12,700.43
	Employee commuting	43.987,57	53.049,26	50.444,10
	Upstream leased assets	n/a	n/a	n/a
	Processing of sold products	n/a	n/a	n/a
	Use of sold products	n/a	n/a	n/a
	End-of-life treatment of sold products	n/a	n/a	n/a
	Downstream leased assets	n/a	n/a	n/a
	Franchises	n/a	n/a	n/a
	Investments	n/a	n/a	n/a

WASTE MANAGEMENT

At Röhlig, responsible waste management is an important focus. We work toward minimising waste generation through digitalisation and recycling. Our offices prioritise paperless operations, encouraging electronic documentation to reduce paper waste. We also ensure proper disposal and recycling of electronic waste and promote the use of eco-friendly office supplies. In addition, 86% of our warehouse facilities actively participate in waste recycling programmes.

We aim to reduce overall waste while improving waste management in our operations. Measures include waste separation systems, partnering with certified recycling companies, and employee training on waste reduction best practices. KPIs for tracking progress include total waste generated, recycling percentage reinforcing our commitment to a more circular and sustainable economy.

	2021	2022	2023
Total weight of non-hazardous waste (tonnes)	13.06	14.25	10.86
Total weight of hazardous weight (tonnes)	0	0	0
Total weight of waste recovered (tonnes)	5.52	6.61	7.79
% of total waste from company operations diverted from landfills	42.3	46.39	71.77

HAZARDOUS MATERIAL HANDLING

All our employees, especially those in warehouses, are trained to select qualified partners for hazardous material management. Our contractor selection follows strict quality criteria aligned with our sustainable procurement process, ensuring compliance with environmental regulations and best practices.



SUSTAINABLE LOGISTICS SOLUTIONS

At Röhlrig Logistics, we are committed to reducing the environmental impact of our logistics services. Through a combination of innovative approaches, we aim to help our clients achieve their sustainability goals while contributing to a greener future. Our sustainable logistics solutions focus on three key areas: Insetting Solution, Offsetting Solution, and Operational Optimisation.

Insetting Solution

Röhlrig's insetting solution is designed to directly reduce carbon emissions within our logistics operations, focusing on the use of biofuel-powered transport options. This solution ensures emission reductions at the source, contributing to greener and more sustainable supply chains.

A key component of our insetting approach is the use of B100 biodiesel, a high-quality second-generation biofuel derived from waste materials such as used cooking oil. Compliant with the EU Renewable Energy Directive (RED II), this biofuel achieves up to an 80% reduction in emissions. Röhlrig is committed to reducing approximately 3,494 tons of CO₂e between Q4 2024 and Q3 2025.

Our solution follows the Book and Claim methodology, recognised by the Smart Freight Centre, ensuring flexibility, transparency, and traceability in emissions reductions. Customers receive detailed emission reports and Röhlrig-issued certifications, documenting their contribution to reducing carbon footprints.

The biofuel emission avoidance calculations adhere to industry standards, specifically the Clean Cargo Initiative Emission Accounting Methodology, a globally recognised standard in the container shipping industry. This methodology, widely used by carriers, freight forwarders, and shippers, ensures accurate and reliable emission reduction calculations through the application of the latest Clean Cargo emission factors.

By integrating this green logistics solution, Röhlrig not only reduces emissions within its operations but also supports clients in meeting increasingly stringent environmental regulations and sustainability goals.

Offsetting Solution

In addition to our insetting efforts, Röhlrig also offsets carbon emissions through certified carbon credits. We partner with Lufthansa Cargo to offset emissions through climate protection providers that work on environmental projects such as reforestation initiatives, renewable energy development, and high-quality climate protection programmes. Through investments in impactful projects, these efforts ensure that emissions generated by logistics operations are balanced by environmental benefits.

Operational Optimisation

Röhlrig aims to improve efficiency and minimise environmental impact across the supply chain. By leveraging advanced technologies and strategic partnerships, our key initiatives include:

- Mode shifting: Transitioning from road to rail or barge and adopting intermodal solutions.
- Dynamic scheduling: Using real-time data to adjust shipment schedules, reducing congestion and idle time.
- Packaging optimisation: Designing lighter and more space-efficient packaging to reduce waste and costs.
- Load optimisation: Maximising cargo space to minimise trips and fuel consumption.
- Route optimisation: Planning efficient routes to reduce distance travelled and emissions.

Our ESG team, Sustainability Champions and Quality Managers work closely with local teams to implement these measures. For example, Röhlrig prioritises carriers like Lufthansa, which operate freighters like the B777-F, offering significantly lower CO₂ emissions compared to traditional belly aircrafts.

5. SOCIAL ACCOUNTABILITY

HUMAN RIGHTS POLICY AND DUE DILIGENCE

Röhlig Logistics upholds human rights and combats modern slavery and human trafficking throughout its operations and supply chains. Röhlig's Social Responsibility Framework reflects its dedication to building a safe, inclusive, and fair workplace while positively impacting communities. This approach is supported by robust policies addressing key social matters, including health and safety, employee well-being and DEI practices. The company regularly conducts health and safety audits, risk assessments, and employee surveys to inform improvements and initiatives.

Röhlig's social responsibility efforts are reinforced by a wide array of employee benefits tailored to different countries. We have strong anti-discrimination practices and a secure whistleblowing procedure, ensuring a transparent and accountable corporate culture. This multifaceted approach to social responsibility enhances our operational integrity and contributes to sustainable growth of our workforce.

HUMAN RESOURCE MANAGEMENT

Employment

At Röhlig, we recognise the need to develop skills and derive value from work. We are committed to fostering a culture where employees feel supported in their professional growth and career aspirations. The design of job profiles, including access to further training and career development opportunities, is a great focus of our approach.

The benefits we offer vary from country to country to accommodate local laws and needs. Programmes like the Blue Step initiative, available in our headquarters in Germany, are examples of our dedication to employee development, offering specialised training for Röhlig leaders to sharpen their skills, expand their networks, and accelerate their success within the company. For our executive staff, the Blue Arena management development programme integrates comprehensive training modules with real-world project work to cultivate managerial and leadership excellence. And the third global programme, Blue Step Sales is tailored to Röhlig Logistics

Sales staff and offers a mix of in-depth sales knowledge and Röhlig internal insights. In addition, there are further development initiatives on regional and country level.

We also prioritise open communication and representation for our workforce. In 2023, 9.97% of employees across all locations were covered by formal collective agreements concerning working conditions, and 17.13% of employees were represented by formally elected employee representatives.

Reflecting our unwavering commitment to fostering a culture of continuous improvement and feedback, around 85% of our employees across all locations received regular performance and career development reviews over the past three years.

As further type of feedback, we monitor closely the staff turnover rate and are thus able to interfere short-term with measures to prevent more staff from leaving. And if they do leave the company nevertheless, we conduct exit interviews to understand the reasons behind and take actions on the basis of these insights.

Besides the focus on improvement and feedback, we are committed to offer our employees attractive, state of the art benefits. This ranges from financial support for child-care and health care programmes, mental health support, offers for job bikes and company fitness, to a company pension scheme.

Training And Education

Röhlig also provides a number of employee training programmes to ensure that all employees fully comprehend the ethical principles applicable to their work. While some training programmes are mandatory for all employees to meet legal requirements, others are strongly encouraged yet conducted on a voluntary basis. In addition to general training programmes with common content for all employees worldwide, other programmes are customised to the specific business function. In this way, we ensure that our employees receive targeted information that they will need to apply in their daily work.

Recognising the importance of continuous learning, Röhlig offers targeted programmes to uphold its reputation as a reliable company and business partner. For example, all of our sales staff are required to complete a series of mandatory training courses on applicable air and ocean freight regulations and on the principles of business integrity when dealing with customers. In addition, ad hoc trainings are proactively conducted should we identify respective risks in our business operations that could lead to a breach of our Code of Conduct or principles of ethics.

Röhlig encourages employees to continuously enhance their skills. The trainings can be formal, such as through platforms, or by conducting company-wide meetings to discuss certain matters. For example, we offer global Sustainability Information Sessions where employees receive updates on our ESG efforts. These sessions attracted approximately 300 participants, representing a 10% global participation rate. We also encourage them to get informed about Röhlig's ESG practices by communicating our corporate ESG presentation.

All Röhlig employees conduct four mandatory e-learning every year (Anti-Bribery, Anti-Money Laundering, Conflict of Interest and (since 2023) Data protection). They spend approximately 2 hours per year, increasing to 2.5 hours from 2023 onwards.

In addition to these mandatory trainings, employees attend various individual trainings (e.g., language, IT, soft skills, presentations, project management, leadership, conflict, communication, self-management, resilience...) and regional or global trainings (Blue Foundation, Blue Step, Blue Step Sales, Blue Arena).

	2021	2022	2023
Average training hours	6.3	6.8	8.48
Employees covered by skills-related training	55.94%	56.47%	64.25%

Occupational Health And Safety

Röhlig is committed to the well-being of our employees, subcontractors, and visitors is a top priority across all our offices and warehouses worldwide. As a reliable partner, we uphold our duty of care by proactively managing health and safety risks. This is achieved through comprehensive preparedness, clear communication, swift escalation of issues, regular inspections, and dedicated training programmes.

Röhlig conducts regular health and safety risk assessments to identify potential hazards. We increased the site coverage annually:

2021	2022	2023
54.57%	68.97%	94.31%

All processes and measures regarding occupational health and safety are described in the “Global Health and Safety Policy for all offices and warehouses worldwide”. In order to prevent and mitigate health and safety related risks, regular health and safety awareness trainings are conducted on each work site. Further, more in-depth measures are implemented in

the warehouses, e.g., additional safety signs/notes, special warehouse safety training (handling of dangerous goods, spilling, fork lifts ...) and Personal Protective Equipment.

All incidents and inspections regarding health and safety matters are reported shortly after the occurrence, using one of the local or the global reporting tool (AdvoWhistle), and will be managed and followed up by the responsible HR manager.

To foster collaboration and shared responsibility, Röhlig has established formal joint management and worker health and safety committees. These committees play a critical role in addressing workplace safety concerns and ensuring compliance with relevant standards. On a similar note, representation of our workforce in these committees had a significant increase - from 68.41% in 2021 to 85.89% in 2023 -, demonstrating our focus on collective engagement in health and safety matters.

Through these efforts, Röhlig aims to provide a safe and secure work environment, reinforcing our reputation as a trusted and responsible partner.

Equal Opportunities And Pay

Röhlig commits to a work environment free from discrimination, harassment and retaliation, providing equal employment opportunities to all applicants and employees regardless of race, gender, age, religion, nationality, ethnicity, marital status, sexual orientation, disability or social and political beliefs. To prevent biases, Röhlig has implemented standardised processes (for recruiting, performance reviews, talent assessments, and personal development) which are structured, transparent and always involve local HR representatives.

To ensure appropriate salary levels, decisions on the compensation are made on the basis of external benchmarks and considering our global remuneration process. Regular statistics on global level help to foster transparency.

As part of our commitment to fair pay, we conducted a living wage analysis from UNGC found that 34% of employees (excluding contractors) are covered by living wage benchmarking analyses. While contract workers fall outside the scope of our operations, Röhlig emphasises hiring skilled, full-time employees to build a stable and equitable workforce. None of our internal employees or contract workers are paid below a living wage, and there is 0% average wage gap for employees against the living wage benchmark.

Through these practices, Röhlig demonstrates its dedication to fostering a workplace that values diversity, ensures equity, and promotes fairness in both opportunities and compensation.

Diversity And Inclusion

At Röhlig Logistics, diversity, equity, and inclusion are core values that reinforce our commitment to human rights and are embedded in our Code of Conduct. We believe that fostering a diverse and inclusive work environment not only enhances collaboration and innovation but also strengthens our organisational culture.

Our dedication to diversity and inclusion is expressed through regular activities, initiatives, and publications, both internally and externally. These efforts include establishing a women's network, celebrating events like International Women's Day and Pride Month, and offering resources such as e-learning modules on LGBTQ+ Allyship. These initiatives highlight our ongoing focus on creating a workplace that values every individual's unique contributions.

	2021	2022	2023
% of women in the company	49.6%	50.2%	49.2%
% of women in leadership positions	17%	21%	20%
% of women in the board	25%	25%	25%

Through these commitments and actions, Röhlig Logistics continues to champion diversity and inclusion as an integral part of our mission to create a respectful, equitable, and welcoming workplace for all.

HUMAN RIGHTS IN THE SUPPLY CHAIN AND SUPPLIER ENGAGEMENT

Adhering to laws such as the UK Modern Slavery Act 2015, Röhlig's suppliers are subjected to a vetting and onboarding system to ensure compliance with its Supplier Code of Conduct, which covers human rights and fair labour practices. Through internal risk mapping, Röhlig identifies and mitigates risks of modern slavery within its supply chain, particularly among haulage and transport service providers, ensuring all contractors and suppliers align with the company's zero tolerance stance on slavery and exploitation.

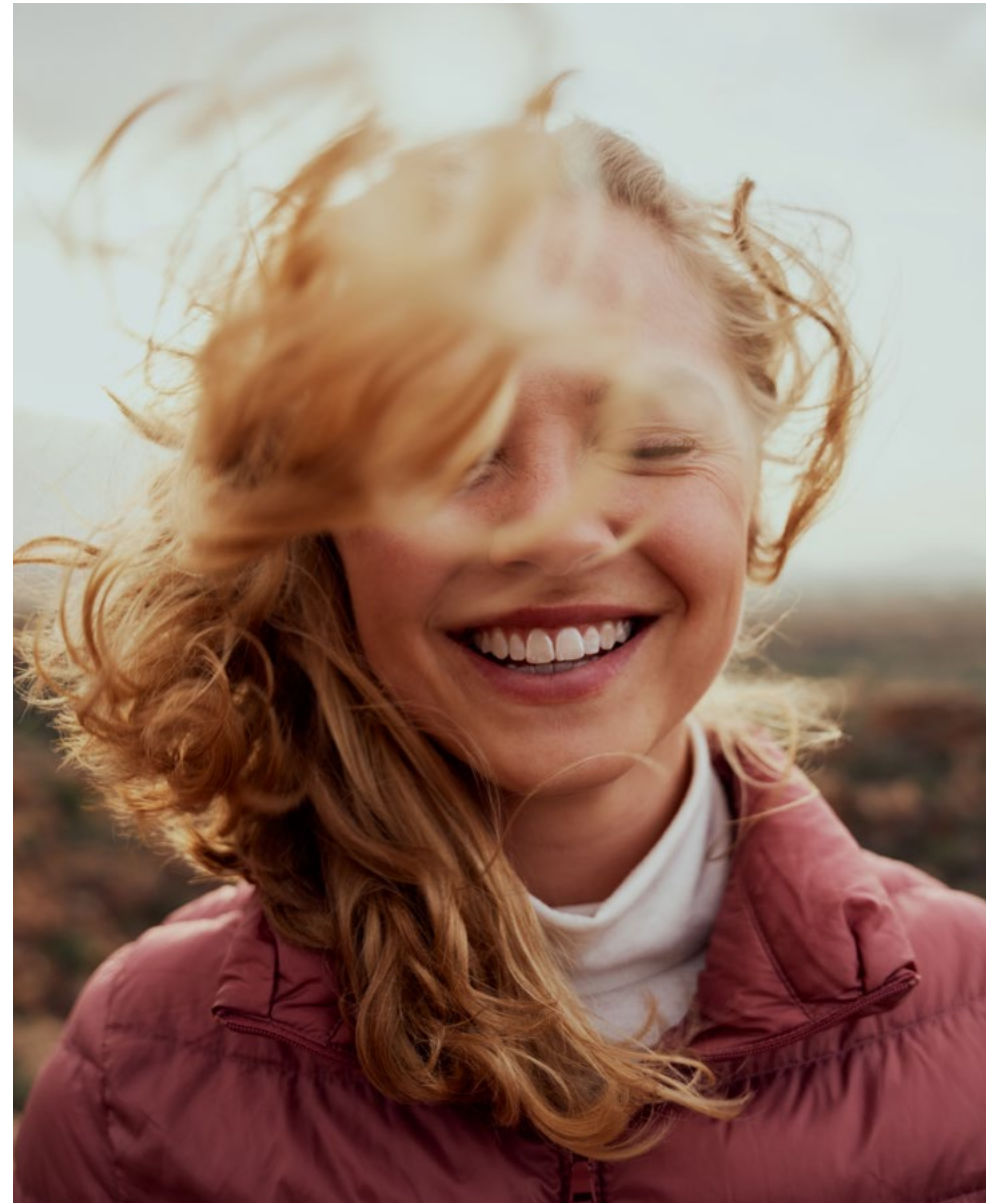
Röhlig has zero tolerance to slavery and human trafficking and is committed to act ethically and with integrity in all its business dealings and relationships. Our responsibility for human health and welfare does not end at the boundaries of Röhlig's employment. Business partners are to comply with our Supplier Code of Conduct and agree to uphold human rights internationally. If business partners do not uphold the basic principles of our Code of Conduct, we reserve the right to terminate the cooperation.

Despite our strong stance on human rights, none of our operational sites has been subject to formal human rights reviews or impact assessments to date. This highlights an area for improvement as we continue to refine our approach to safeguarding human rights throughout our operations and supply chain.

Through these measures, Röhlig reiterates its commitment to fostering a responsible and ethical business environment that respects and promotes human rights across all levels of operation.

LOCAL COMMUNITY ENGAGEMENT AND SOCIAL CONTRIBUTIONS

In 2023, Röhlig Logistics conducted its global „Röhlig Charity“ initiative for the third time. Employees from nearly 30 countries supported over 30 charitable projects worldwide, focusing on aiding people, the environment, and animal welfare. Through employee nominations and online voting, the initiative aimed to create positive change in local communities. With strong employee commitment, Röhlig plans to continue this charitable effort in the future.



6. GOVERNANCE PRACTICES

GOVERNANCE STRUCTURE



ETHICAL AND RESPONSIBLE BUSINESS

Corporate Policies and Code Of Conduct

Röhlig Logistics has implemented a comprehensive set of corporate policies designed to promote sustainable behavior, ethical practices, and operational excellence across all levels of the organisation. These policies reflect our long-term commitment to environmental stewardship, social responsibility, and the well-being of our stakeholders. Key components include:

- Code of Conduct: A framework guiding ethical behavior and decision-making within our organisation.
- Supplier Code of Conduct: Ensuring that our partners align with Röhlig's values in areas such as labour rights, sustainability, and ethical business practices.
- Global Health & Safety Policy: Protecting the health and safety of employees while fostering a safe and productive work environment.
- ISO 9001 and ISO 14001 Certifications: Demonstrating our adherence to global standards in quality management and environmental sustainability.
- Procurement Process: Integrating sustainable and ethical criteria into supplier selection and management.
- Waste Management: Reducing waste and encouraging recycling practices to minimise environmental impact.
- Green Objectives: Setting clear environmental goals to drive progress toward a more sustainable future.

These policies form the backbone of Röhlig's governance framework, ensuring that environmental, social, and ethical considerations are fully embedded in our operations and decision-making processes.

Anti-Corruption and Anti-Bribery Practices

Röhlig conducts its business honestly and ethically wherever Röhlig operates in the world. To ensure that our ethical principles are widely recognised by our employees, Röhlig has developed a Code of Ethics for employees; In fact, we recently expanded it with more topics and instructions,

ensuring that our guidelines are as clear as possible to our employees. Only by adhering to these ethical principles of conduct, which are based on applicable regulations and Röhlig's internal requirements, can we prove to be a reliable business partner worldwide and maintain long-term relationships with all our internal and external stakeholders. Our Code of Ethics thus sets out the requirements for good labour and ethical practices, promotes fair ethical conduct, and maintains Röhlig's credibility as an employer and business partner.

While we do not have operational sites with certified anti-corruption management system, Röhlig's Anti-Corruption Policy is intended to assist Röhlig employees in fulfilling their responsibilities as they identify potential areas of concern that could lead to instances of corruption and consult with their supervisor prior to taking an action. Between 2021 and 2023, Röhlig has no reported corruption incidents.

Our anti-bribery, anti-corruption and conflict of interest training aims to educate our employees on the various anti-bribery rules applicable to our business activities. Training and awareness raising is essential for Röhlig to maintain its integrity by learning to identify potential situations where bribes may be solicited. The training is delivered through our online learning platform and is mandatory for both our current and new employees at all locations worldwide, meaning that 100% of our employees, including top management, has been training on ethics annually. Additionally, Röhlig offers an anti-money laundering training to sensitise employees about possible forms of money laundering and to prevent occurrence of such acts. Despite being voluntary, the participation rate for this training is very high within our company, as it is strongly encouraged by our management, most notably in business areas where the exposure is particularly high.

In addition, Röhlig's Modern-Slavery Statement raises awareness among employees and business partners about modern slavery and declares our zero tolerance for any form of modern slavery across all our sites worldwide as well as among business partners.

Confidential Reporting and Allegation Management

Occasionally, incidents might occur in our operations that do not meet our integrity standards. Our whistleblowing hotline is therefore designed to strongly encourage our employees to raise their voices about suspected legal and ethical violations related to our operations. Whether it involves violations of our Code of Conduct or any misconduct, whistleblowers can raise their concerns safely and confidentially. All our employees should be rest assured that their report will be handled seriously and impartially. For this reason, our whistleblower hotline operates 24/7. Regardless of whether our employees disclose their identity or not, we uphold complete confidentiality throughout the whistleblowing and investigation process and safeguard all whistleblowers from reprisals. Röhlig's independent team reviews all reports received and, starts an independent investigation in accordance with our whistleblowing policy. In this way, we ensure that the root causes of the issue are uncovered and remedial actions taken when necessary. Our procedure is fully compliant with applicable laws and regulations and allows us to enforce the right measures to prevent the recurrence of such issues. In total, we had 4 whistle blowing reports in 2023, 1 in 2022 and 4 in 2021.

Data Protection

At Röhlig, we process personal data on behalf of our stakeholders ranging from customers up to employees and job applicants. Throughout our activities we guarantee the existence of appropriate data privacy measures that lead to a secure flow of data entrusted to us. With this respect we have issued a Data Protection Directive in compliance with the EU General Data Protection Regulation (GDPR) and mandate all our sites globally to adhere to these requirements and where applicable also to local laws and regulations. The aim of our Data Protection Directive is the smooth operation of our company network and the prevention of data misuse. The Data Protection Directive regulates the use of data processing, information and communication systems in Röhlig. This is to ensure that all company actions relevant to data protection are in compliance with the applicable data protection regulations.

We provide mandatory trainings to our employees to sensitise them on data protection and data privacy, educate them about applicable regulations as well as teach them how to take appropriate security measures to protect personal data and avoid data breaches. In addition, we constantly monitor the data protection measures executed at our sites to ensure that throughout our operations we comply with local and global data protection rules. From 2021 to 2023, no data protection breaches were reported at any Röhlig site.

Information Security

In its approach to information security, Röhlig Logistics strives to support the corporate strategy and values while ensuring that appropriate safeguards are in place to preserve the confidentiality, integrity, and availability of information. This enables Röhlig Logistics to maintain its information securely, reduce risks and potential impacts of disruptive events, support business continuity, comply with laws and regulations, and ensure that customers' information is treated with the utmost care and confidentiality. From 2021 to 2023, no information security incidents were reported. In 2024, one security concern was noted and investigated. In addition, 100% of Röhlig's operational sites are secured through Logineer's ISO 27001 certification.

RISK MANAGEMENT AND COMPLIANCE

The Chairman of the Board of Directors has mandated the Legal and Risk department of Röhlig to assist the Board of Directors and the Executive Board in implementing the principles of good corporate governance. The design of the legal and risk programme has been assigned to the Director of Legal and Risk, who has been granted the independence to execute the programme in all business units and subsidiaries in cooperation with and with the support of Röhlig's management and other relevant functions. The impartiality of the Director of Legal and Risk is guaranteed by the fact that she reports directly to the Chief Financial Officer of Röhlig. The Director of Legal and Risk draws on other internal functions such as human resource, controlling, as well as external support as required.

Compliance with all internal requirements, standards and ethical principles, as well as applicable laws and regulations, is critical to Röhlig and is a minimum requirement for Röhlig and its employees. However, no comprehensive ethics and compliance programme can be successful without ethical leadership. Therefore, Röhlig's managers have an exemplary role to play by firmly anchoring our values and principles in their daily work. In this respect, ethical leadership allows us to establish the right priorities and moves our corporate culture forward.

In 2023 we have conducted an internal risk assessment concerning business ethics within the supply chain. This risk assessment was performed in the beginning of 2023 and at the end of 2023 on anti-corruption and anti-bribery concerns. The assessment was conducted twice to review progress and ensure the correct actions are being taken.

RESPONSIBLE PROCUREMENT MANAGEMENT

As a freight forwarder without ownership of freight-carrying equipment, Röhlig's ability to deliver services relies heavily on partnerships with freight carriers. Collaboration with our suppliers to implement socially and environmentally responsible solutions is therefore pivotal to making our supply chains more sustainable. We firmly believe that long-term relationships with suppliers can only thrive if we share common values and ethical principles.

Recognising the importance of robust supply chain governance, Röhlig aligns with the requirements of The German Supply Chain Due Diligence Law by investing significant effort into developing and implementing effective due diligence measures throughout our supply chains.

Key achievements in our sustainable supply chain efforts include:

- 33% of targeted suppliers have signed the Sustainable Procurement Charter or Supplier Code of Conduct, reflecting a shared commitment to ethical and sustainable practices.
- 30% of targeted suppliers have undergone a CSR (Corporate Social Responsibility) assessment, ensuring alignment with our sustainability goals.
- 166 suppliers have been engaged in corrective actions or capacity-building initiatives following audits or assessments, strengthening their ability to meet our sustainability standards.
- 146 buyers, representing approximately 80% of Röhlig's procurement team across all locations have received training on sustainable procurement, equipping them with the knowledge to make informed and responsible decisions when managing supplier relationships.

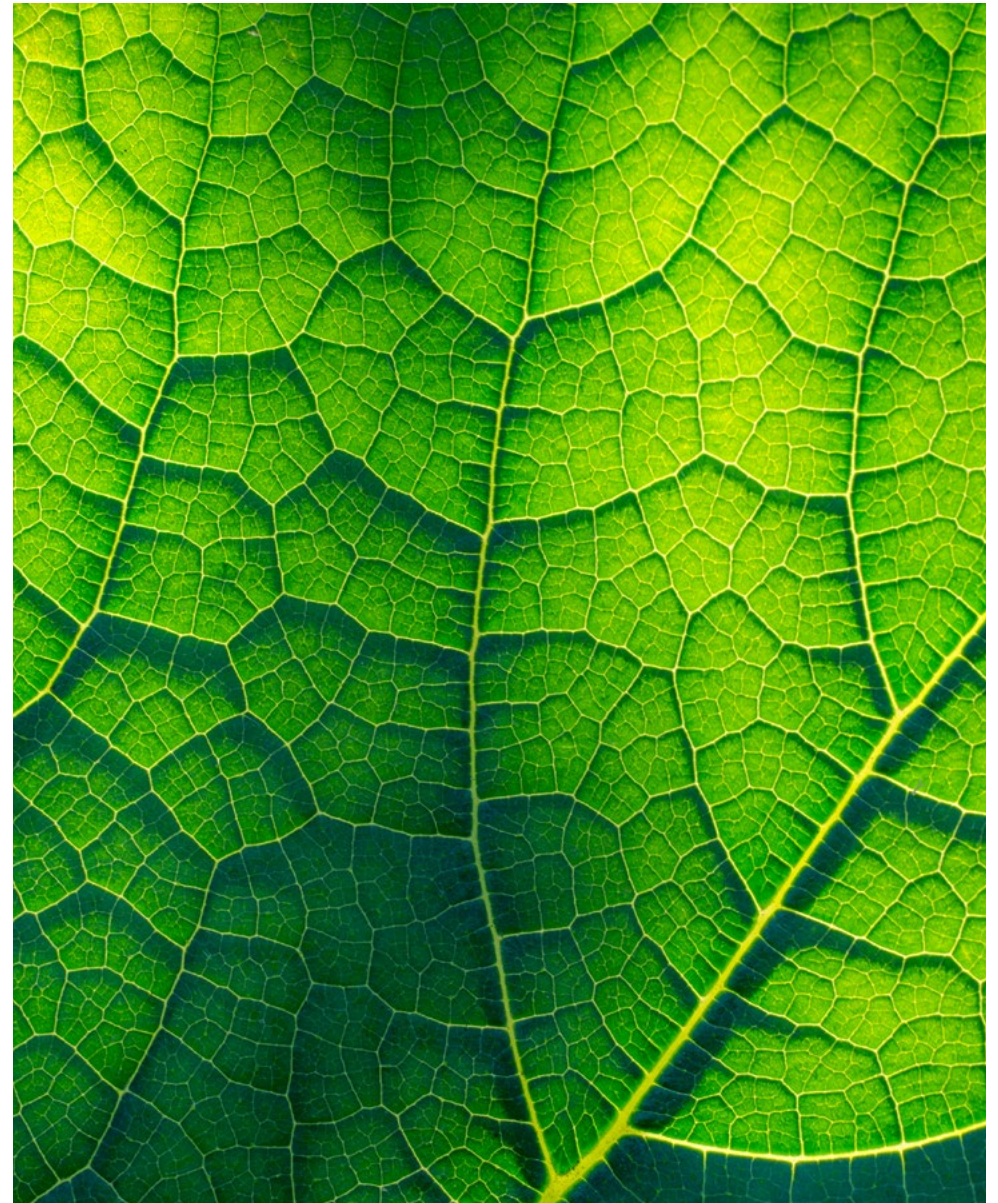
These efforts underline Röhlig's commitment to fostering a supply chain that adheres to high standards of social and environmental responsibility while maintaining long-term partnerships built on shared values and trust.

QUALITY MANAGEMENT SYSTEM

As a global logistics service provider, we combine standardised offerings with specialised local services. Our structure as a family-owned company allows us a high degree of agility and flexibility in order to always offer our customers top solutions, even at short notice. For us, quality management means subjecting all business areas to a continuous improvement process. At Röhlig, quality is our commitment to excellence that extends throughout all areas of our business, ensuring our staff and partners are involved in the continuous enhancement of quality and prioritise excellence in four spheres:

- Service excellence: based on a strong customer focus to deliver a positive customer experience, whilst combining high quality through process efficiency and measurable data quality.
- Product excellence: integrates customer requirements with strategic planning and solid governance, ensuring that we deliver the best possible solutions. Our holistic approach drives process management to ensure the integrity of our performance while handling market demands for innovative and sustainable products.
- Organisational excellence: relies on highly experienced and qualified global teams, strong partners with local market knowledge and expertise, enabling best practices and a working environment that drives the spirit of entrepreneurship, talent development and open communication.
- Digital excellence: strategic focus on developing technological innovations and advancements in digital services, with high-level process efficiency through automation and controls.

As such, the Röhlig Management System fulfils the requirements of the ISO 9001 and ISO 14001 standards, which provides a framework for ensuring a holistic approach to quality with the close alignment of business activities to ensure strong customer focus and compliance with legal and other requirements. Our group multi-site ISO certificate ensures our Management System regularly undergoes external audits within the scope of our certificate which is to “provide worldwide intercontinental freight forwarding, logistics and associated services”.



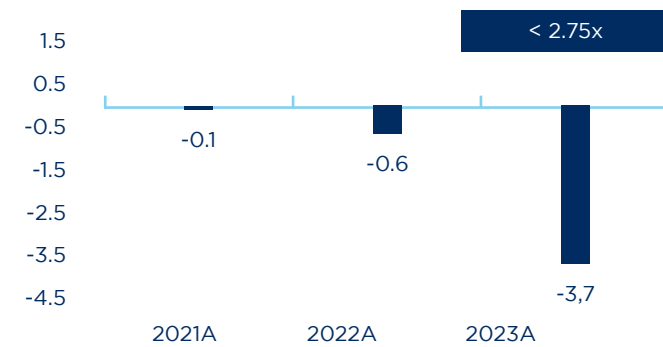
FINANCIAL STRATEGY

Röhlig has maintained a strong net cash position following significant cash flow generation in the financial years 2022 and 2023. Shareholders are committed to maintaining a low-risk financial profile to ensure the company remains independent and financially resilient. This commitment is reflected in the leverage ratio (debt/cash to EBITDA), which has consistently been kept below 2.75x, underscoring the company's cautious financial management strategy and long-term stability.

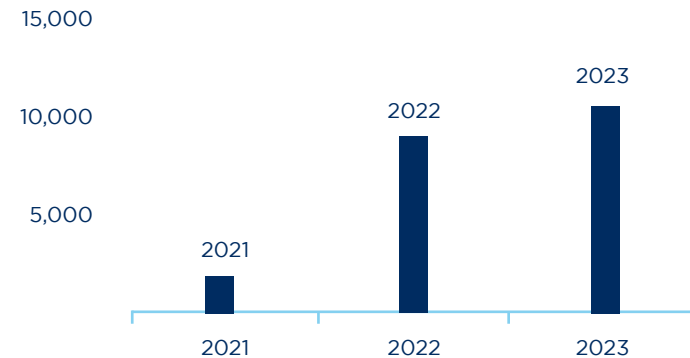
The company has also accelerated growth initiatives in recent years and is determined to continue this trajectory to gain volumes in a consolidating market. External growth opportunities, such as new markets, joint ventures, and mid-sized M&A activities, are carefully reviewed to avoid taking on uncalculated risks. As part of a rigorous due diligence process, Röhlig ensures that acquisitions are evaluated for cultural fit, operational capabilities, and financial feasibility, including the ability to fund such investments effectively.

In terms of dividend payout policy, the company maintained a very low dividend distribution during pre-pandemic years, prioritising reinvestment to support its reorganisation (separation GW) and network expansion. However, following exceptional financial performance in 2021 and 2022, shareholders began distributing dividends of EUR 8-11 million annually in 2022 and 2023. Shareholders remain committed to carefully sizing dividends based on business prospects, capital structure, and financial leverage, ensuring a balanced approach to growth and shareholder returns.

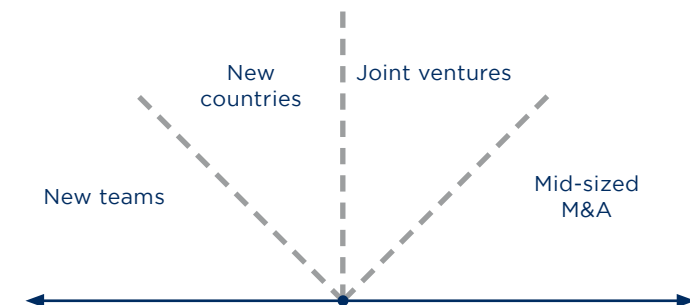
Leverage Ratio (Debt/(Cash) to Ebitda, X)



Dividend Payout Policy, in KEUR



Growth Initiatives



7. GRI INDEX

GRI INDEX: DISCLOSURES AND REASONS FOR OMISSION

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 2: General Disclosures 2021	2-1 Organisational details	The organisation shall: a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation.	information in chapter 2 : About Röhlig Logistics
GRI 2: General Disclosures 2021	2-2 Entities included in the organisation's sustainability reporting	The organisation shall: a. list all its entities included in its sustainability reporting; b. if the organisation has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organisation consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	<p>The entities included in our sustainability reporting are: Argentina, Australia, Belgium, Bolivia, Brazil, Canada, Chile, China, Denmark, France, Germany, Hong Kong, India, Indonesia, Italy, Japan, Malaysia, Mexico, Netherlands, New Zealand, Singapore, South Africa, South Korea, Spain, Switzerland, Taiwan, Thailand, United Arab Emirates, United Kingdom, United States, Uruguay, Vietnam.</p> <p>In our case, there are no substantial differences between the entities included in financial reporting and sustainability reporting, aside from the following: Comparison of Entities in Sustainability vs. Financial Reporting</p> <p>South Africa:</p> <ul style="list-style-type: none"> • Sustainability Reporting: Included • Financial Reporting: Not consolidated, accounted for as at-equity participation <p>South Korea:</p> <ul style="list-style-type: none"> • Sustainability Reporting: Included • Financial Reporting: 70% shareholding, fully consolidated <p>q.beyond logineer GmbH:</p> <ul style="list-style-type: none"> • Sustainability Reporting: Not Included • Financial Reporting: 49% shareholding, accounted for as at-equity participation <p>Röhlig Penske Logistics GmbH:</p> <ul style="list-style-type: none"> • Sustainability Reporting: Not Included • Financial Reporting: 80% shareholding, fully consolidated <p>Röhlig Logistics Ireland:</p> <ul style="list-style-type: none"> • Sustainability Reporting: To Be Included in the Next Report • Financial Reporting: Fully consolidated
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	The organisation shall: a. specify the reporting period for, and the frequency of, its sustainability reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information.	Röhlig Logistics' first sustainability report covers the period of 2023, including data from 2021-2023, and will be published annually henceforth. Where applicable, it also incorporates the most current data, including partial information from 2024. The financial reporting period for 2024 does not align with the sustainability report as it includes retrospective data to provide a full overview in the initial report. The sustainability report is set to be published in March, 2024. For inquiries, contact Joy Chen at joy.chen@rohlig.com. Future reports will aim to synchronize the sustainability and financial reporting periods, with a consolidated CSRD report planned for next year.
GRI 2: General Disclosures 2021	2-5 External assurance	The organisation shall: a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organisation's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organisation and the assurance provider.	Röhlig Logistics has developed its sustainability reporting and practices with guidance from Nexio Projects, although this version of the report has not undergone external assurance. Our sustainability management, led by our Group Sustainability Manager and the ESG Steering Committee, oversees these efforts, reporting directly to Ulrike Baum, our CHRO and board member. The current report was prepared internally to align with industry best practices as advised by Nexio Consulting. Future reports may explore external assurance options to further validate our sustainability practices and disclosures.

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	<p>The organisation shall:</p> <p>a. report the sector(s) in which it is active;</p> <p>b. describe its value chain, including:</p> <p>i. the organisation's activities, products, services, and markets served;</p> <p>ii. the organisation's supply chain;</p> <p>iii. the entities downstream from the organisation and their activities;</p> <p>c. report other relevant business relationships;</p> <p>d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.</p>	<p>Upstream Services:</p> <ul style="list-style-type: none"> Financing & Insurance: Focuses on managing relationships with insurers and financiers to secure cargo coverage and funding. Digital Systems: Involves sourcing IT services and integrating these with digital tracking, visibility, and security systems to enhance operational efficiency. <p>Own Operations:</p> <ul style="list-style-type: none"> Freight Forwarding Services: Manages logistics solutions across air, sea, road, and rail. Contract Logistics: Includes warehousing, inventory management, packaging, and distribution across various geographies. Customs Brokerage: Handles documentation, compliance, and clearance for international shipments. IT & Digital Solutions: Operates platforms for real-time tracking, supply chain visibility, and customer reporting. Sustainability Initiatives: Develops and monitors environmental solutions, such as carbon offset programs and sustainable logistics. <p>Downstream Services:</p> <ul style="list-style-type: none"> Last-Mile Delivery: Manages the final delivery through subcontracted carriers, ensuring timely delivery to customer facilities. Customer Support: Manages real-time communication, issue resolution, and post-delivery service. Reverse Logistics: Handles returns management, restocking, or recycling for customers. Data & Performance Reporting: Provides performance metrics on supply chain efficiency, sustainability, and delivery accuracy. End-of-Life Product Management: Coordinates product disposal, recycling, or refurbishment of goods through partnerships.
GRI 2: General Disclosures 2021	2-7 Employees	<p>The organisation shall:</p> <p>a. report the total number of employees, and a breakdown of this total by gender and by region;</p> <p>b. report the total number of:</p> <p>i. permanent employees, and a breakdown by gender and by region;</p> <p>ii. temporary employees, and a breakdown by gender and by region;</p> <p>iii. non-guaranteed hours employees, and a breakdown by gender and by region;</p> <p>iv. full-time employees, and a breakdown by gender and by region;</p> <p>v. part-time employees, and a breakdown by gender and by region;</p> <p>c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:</p> <p>i. in head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;</p> <p>d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;</p> <p>e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	<p>a) Total: 2838 (Status 25/02/2025) Germany/Switzerland: 140 m / 118 f Headoffice: 128 m / 92 f India: 198 m / 48 f Latam: 92 m / 104 f Middle East: 15 m / 7 f North America: 91 m / 117 f North Asia: 135 m / 250 f North Europe: 111 m / 73 f Oceania: 141 m / 148 f South Africa: 218 m / 266 f South East Asia: 54 m / 105 f South Europe: 78 m / 109 f Grand Total: 1401 m / 1437 f</p> <p>b) We decided not to include this disclosure due to unavailable or incomplete information c) We use head count d) current figures from our user management database e) there is a fluctuation report for all 34 countries, not reasonable to pick out single fluctuations</p>
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	<p>The organisation shall:</p> <p>a. report the total number of workers who are not employees and whose work is controlled by the organisation and describe:</p> <p>i. the most common types of worker and their contractual relationship with the organisation;</p> <p>ii. the type of work they perform;</p> <p>b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:</p> <p>i. in head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. at the end of the reporting period, as an average across the reporting period, or using another methodology;</p> <p>c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.</p>	<p>Röhlig Logistics hires non-employees only in specific cases, such as when temporary workers or consultants are needed. We decided not to include this disclosure due to unavailable or incomplete information.</p>

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	<p>The organisation shall:</p> <p>a. describe its governance structure, including committees of the highest governance body;</p> <p>b. list the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organisation's impacts on the economy, environment, and people;</p> <p>c. describe the composition of the highest governance body and its committees by:</p> <p>i. executive and non-executive members;</p> <p>ii. independence;</p> <p>iii. tenure of members on the governance body;</p> <p>iv. number of other significant positions and commitments held by each member, and the nature of the commitments;</p> <p>v. gender;</p> <p>vi. under-represented social groups;</p> <p>vii. competencies relevant to the impacts of the organisation;</p> <p>viii. stakeholder representation.</p>	<p>Our highest governance body is our Global Executive Board, consisting of four board members. Additionally, we have a Board of Directors that reports to the Global Executive Board and is responsible for decision-making and overseeing the management of the organisation's overall impact.</p> <p>For ESG-related matters, we have an ESG Steering Committee, which ensures a strategic and operational approach to sustainability. This committee is composed of representatives from key areas of our organisation, including HR, Legal & Risk, Global Sea Freight, Global Air Freight, Global Sales, Corporate Communication & Marketing, and Treasury. The committee plays a crucial role in driving ESG initiatives, monitoring progress, and integrating sustainability into business operations. Our board member, Ulrike Baum, directly oversees the ESG Steering Committee, ensuring alignment with the company's strategic priorities.</p> <p>i. Executive and Non-Executive Members The governance body consists of both executive and non-executive members:</p> <p>Executive Members: Ulrike Baum (CHRO) Philip Herwig (Managing Partner) Hylton Gray (CEO) Robert Gutsche (CFO)</p> <p>Non-Executive Members: Board of Directors ESG Team</p> <p>ii. Independence Executive Members are actively employed in the company, with some holding ownership stakes (e.g., Philip Herwig). Non-Executive Members (such as the Board of Directors) are typically expected to provide independent oversight, though their specific independence status is not detailed in the provided data.</p> <p>iii. Tenure of Members on the Governance Body Robert Gutsche (CFO) has been in service for 5 years.</p> <p>iv. Number of Other Significant Positions and Commitments Held by Each Member Robert Gutsche holds an Advisor Board position at Röhlig Suus.</p> <p>vi. Underrepresented Social Groups No members are identified as part of underrepresented social groups</p> <p>vii. Competencies Relevant to the Impacts of the Organisation Competencies for each member includes finance, human resources, business strategy, and governance.</p> <p>viii. Stakeholder Representation members like the ESG Team and Board of Directors are expected to represent diverse stakeholder interests in governance and sustainability efforts.</p>
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	<p>The organisation shall:</p> <p>a. describe the nomination and selection processes for the highest governance body and its committees;</p> <p>b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:</p> <p>i. views of stakeholders (including shareholders);</p> <p>ii. diversity;</p> <p>iii. independence;</p> <p>iv. competencies relevant to the impacts of the organisation.</p>	<p>Röhlig has established a structured and transparent process for the nomination and selection of its highest governance body and its committees. The nomination process considers a range of factors to ensure a balanced and effective leadership team. Stakeholder perspectives, including those of shareholders, are taken into account to align governance with broader organisational interests.</p>
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	<p>The organisation shall:</p> <p>a. report whether the chair of the highest governance body is also a senior executive in the organisation;</p> <p>b. if the chair is also a senior executive, explain their function within the organisation's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.</p>	<p>Röhlig's CHRO, who is the Chair of Röhlig's highest ESG governance body and also holds a senior executive position within the organisation. Our CHRO plays a key role in overseeing strategic direction while actively contributing to executive decision-making. To prevent and mitigate conflicts of interest, Röhlig implements clear governance policies, and structured decision-making processes, ensuring transparency and accountability.</p>

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	<p>The organisation shall:</p> <p>a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;</p> <p>b. describe the role of the highest governance body in overseeing the organisation's due diligence and other processes to identify and manage the organisation's impacts on the economy, environment, and people, including:</p> <p>i. whether and how the highest governance body engages with stakeholders to support these processes;</p> <p>ii. how the highest governance body considers the outcomes of these processes;</p> <p>c. describe the role of the highest governance body in reviewing the effectiveness of the organisation's processes as described in 2-12-b, and report the frequency of this review.</p>	Röhlig's highest governance body and senior executives actively develop, approve, and update the organisation's ESG values and goals. We fully engage stakeholders from various fields in the DMA workshops and discussions. The Board reviews, approves, and signs off on the outcomes, ensuring alignment with strategic objectives. To maintain oversight and effectiveness, we plan to conduct the DMA process annually.
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	<p>The organisation shall:</p> <p>a. describe how the highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment, and people, including:</p> <p>i. whether it has appointed any senior executives with responsibility for the management of impacts;</p> <p>ii. whether it has delegated responsibility for the management of impacts to other employees;</p> <p>b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organisation's impacts on the economy, environment, and people.</p>	The CHRO oversees the Due Diligence and Materiality Assessment (DMA) process, ensuring alignment with strategic goals. Responsibility is further delegated to relevant employees who actively contribute to impact management. Key employees report back to the CHRO on a structured basis, with the DMA outcomes reviewed and approved annually to ensure continuous improvement and accountability.
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	<p>The organisation shall:</p> <p>a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organisation's material topics, and if so, describe the process for reviewing and approving the information;</p> <p>b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organisation's material topics, explain the reason for this.</p>	Röhlig's highest governance body is responsible for reviewing and approving the reported information, including the organisation's material topics. Our Board Member, the CHRO, is directly engaged in the DMA process. The outcomes of this process are thoroughly reviewed and subsequently approved and signed off by the Board, ensuring alignment with the organisation's strategic objectives and commitment to transparency.
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	<p>The organisation shall:</p> <p>a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</p> <p>b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <p>i. cross-board membership;</p> <p>ii. cross-shareholding with suppliers and other stakeholders;</p> <p>iii. existence of controlling shareholders;</p> <p>iv. related parties, their relationships, transactions, and outstanding balances.</p>	The global executive Board are expected to refrain from any actions, views or interests contrary to interests of Röhlig. The same conflicts of interest rules are applicable to the Röhlig Advisory Board: the members of the Advisory Board are not allowed to hold any mandate in or provide services to competing companies or companies which could create a conflict of interest with Röhlig and all Members of the Röhlig Advisory Board are expected to refrain from any actions, views or interests contrary to the interests of Röhlig.
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	<p>The organisation shall:</p> <p>a. describe whether and how critical concerns are communicated to the highest governance body;</p> <p>b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p>	Any critical concerns and potential wrongdoings can be reported through a number of internal channels: the respective Branch manager, the respective Group Compliance Manager, as well as via our online iWhistle Reporting Channel. In 2023, Röhlig has no reported corruption incidents in 2023 and in past years. On the other hand, we had 4 whistle blowing reports in 2023, 1 in 2022 and 4 in 2021.
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	<p>The organisation shall:</p> <p>a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p>	Board members stay informed on sustainability trends, regulatory developments, and best practices to ensure effective decision-making. Additionally, engagement in DMA process strengthens their understanding of sustainability impacts and strategies.
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	<p>The organisation shall:</p> <p>a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organisation's impacts on the economy, environment, and people;</p> <p>b. report whether the evaluations are independent or not, and the frequency of the evaluations;</p> <p>c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organisational practices.</p>	For ESG-related matters, we have an ESG Steering Committee, which ensures a strategic and operational approach to sustainability. This committee is composed of representatives from key areas of our organisation, including HR, Legal & Risk, Global Sea Freight, Global Air Freight, Global Sales, Corporate Communication & Marketing, and Treasury. Our board member, Ulrike Baum, directly oversees the ESG Steering Committee, ensuring alignment with the company's strategic priorities. We currently do not have a process to evaluate the performance of the ESG steering committee.

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 2: General Disclosures 2021	2-19 Remuneration policies	<p>The organisation shall:</p> <p>a. describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <p>i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits;</p> <p>b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organisation's impacts on the economy, environment, and people.</p>	<p>a. There is no global policy for these topics, it differs between the countries, and many are individually discussed and agreed.</p> <p>b. It is a combination of a fixed pay and variable pay. All the other points do not apply. The variable payments is linked to the overall performance of the company and 2 individual goals with a related payment and a third payment related to the growth of the business. The goals are driven by the strategy of the company.</p>
GRI 2: General Disclosures 2021	2-20 Process to determine remuneration	<p>The organisation shall:</p> <p>a. describe the process for designing its remuneration policies and for determining remuneration, including:</p> <p>i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;</p> <p>ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;</p> <p>iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organisation, its highest governance body and senior executives;</p> <p>b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.</p>	We decided not to include this disclosure due to unavailable or incomplete information
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	<p>The organisation shall:</p> <p>a. report the ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual);</p> <p>b. report the ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);</p> <p>c. report contextual information necessary to understand the data and how the data has been compiled.</p>	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	<p>The organisation shall:</p> <p>a. report a statement from the highest governance body or most senior executive of the organisation about the relevance of sustainable development to the organisation and its strategy for contributing to sustainable development</p>	"Our commitment to sustainability is an integral part of our corporate responsibility and guides us in everything we do. As a long-standing family business, we are especially motivated to build a sustainable future for generations to come". Ulrike Baum, Chief Human Resource Officer & Member of the Global Executive Board

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 2: General Disclosures 2021	2-23 Policy commitments	<p>The organisation shall:</p> <p>a. describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"> i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; <p>b. describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"> i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organisation gives particular attention to in the commitment; <p>c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>d. report the level at which each of the policy commitments was approved within the organisation, including whether this is the most senior level;</p> <p>e. report the extent to which the policy commitments apply to the organisation's activities and to its business relationships;</p> <p>f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	<p>Our policy commitments for responsible business conduct make reference to the UN Global Compact, the UN Universal Declaration on Human Rights and thereby do not tolerate any child or forced labour in our operations or those of our suppliers and, the ILO Declarations on Fundamental Principles and Rights at Work as well as the ILO Conventions. All our publicly available policies and codes are accessible at www.rohlig.com.</p> <p>Policies related to commitments for responsible business conduct are approved at Röhlig Logistics Global Executive Board and shared internally. Different functions in each country will ensure that the policies are well understood in the respective countries and will ensure the policies are aligned with local rules and regulations.</p>
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	<p>The organisation shall:</p> <p>a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"> i. how it allocates responsibility to implement the commitments across different levels within the organisation; ii. how it integrates the commitments into organisational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organisation provides on implementing the commitments. 	Chapter 6 - Governance Practices chapter Section Ethical and Responsible Business
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	<p>The organisation shall:</p> <p>a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organisation identifies it has caused or contributed to;</p> <p>b. describe its approach to identify and address grievances, including the grievance mechanisms that the organisation has established or participates in;</p> <p>c. describe other processes by which the organisation provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;</p> <p>d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;</p> <p>e. describe how the organisation tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.</p>	We decided to omit this information due to confidentiality.
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	<p>The organisation shall:</p> <p>a. describe the mechanisms for individuals to:</p> <ul style="list-style-type: none"> i. seek advice on implementing the organisation's policies and practices for responsible business conduct; ii. raise concerns about the organisation's business conduct. 	Every other year Röhlig conducts an Employer Assessment survey, annually hold employee dialogue and employees can use openly or anonymously our iWhistle reporting channel. Röhlig's whistleblowing procedure encourages employees and stakeholders to report any concerns regarding legal or ethical violations within the organisation. A clear policy is in place to ensure confidential reporting of suspected wrongdoing, with specific channels for raising issues. For non-urgent matters, employees are encouraged to submit concerns via the designated reporting form. In time-critical situations, a direct phone line is available for immediate assistance.

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	<p>The organisation shall:</p> <p>a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:</p> <p>i. instances for which fines were incurred;</p> <p>ii. instances for which non-monetary sanctions were incurred;</p> <p>b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:</p> <p>i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</p> <p>ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;</p> <p>c. describe the significant instances of non-compliance;</p> <p>d. describe how it has determined significant instances of non-compliance.</p>	<p>The Röhlig Code of Conduct stipulates next to the Röhlig Anti-Corruption Policy based on the US Foreign Corrupt Practices act the principals of our conduct. We further assess annually with all our senior managers worldwide any fines or proceedings if such non-compliance has taken place. We confirm that there were no significant instances of non-compliance with laws and regulations during the reporting period. As a result:</p> <ul style="list-style-type: none"> - No fines were incurred. - No non-monetary sanctions were incurred. - No fines were paid for non-compliance in either the current or previous reporting periods. - There are no significant instances of non-compliance to describe. - No determination process was required, as no significant instances occurred.
GRI 2: General Disclosures 2021	2-28 Membership associations	<p>The organisation shall:</p> <p>a. report industry associations, other membership associations, and national or international advocacy organisations in which it participates in a significant role.</p>	In December 2021, we decided to sign the UN Global Compact, thereby aligning our business activities with the ten principles of this initiative. We are proud highlighted our continuous commitment as a dedicated member of the UNGC through our efforts in communication in July 2024.
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	<p>The organisation shall:</p> <p>a. describe its approach to engaging with stakeholders, including:</p> <p>i. the categories of stakeholders it engages with, and how they are identified;</p> <p>ii. the purpose of the stakeholder engagement;</p> <p>iii. how the organisation seeks to ensure meaningful engagement with stakeholders.</p>	Chapter 6 - Governance Practices chapter Section Responsible Procurement Management
GRI 2: General Disclosures 2021	2-30 Collective bargaining agreements	<p>The organisation shall:</p> <p>a. report the percentage of total employees covered by collective bargaining agreements;</p> <p>b. for employees not covered by collective bargaining agreements, report whether the organisation determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organisations.</p>	Chapter 5 - Social Accountability Section Employment
GRI 3: Material Topics 2021			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>The organisation shall:</p> <p>a. describe the process it has followed to determine its material topics, including:</p> <p>i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;</p> <p>ii. how it has prioritized the impacts for reporting based on their significance;</p> <p>b. specify the stakeholders and experts whose views have informed the process of determining its material topics.</p>	Chapter 2 - Sustainability Management Approach chapter Section Double Materiality Assessment
GRI 3: Material Topics 2021	3-2 List of material topics	<p>The organisation shall:</p> <p>a. list its material topics;</p> <p>b. report changes to the list of material topics compared to the previous reporting period.</p>	Chapter 2 - Sustainability Management Approach chapter Section Double Materiality Assessment

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 3: Material Topics 2021	3-3 Management of material topics	<p>The organisation shall:</p> <ul style="list-style-type: none"> a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organisation is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: <ul style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: <ul style="list-style-type: none"> i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organisation's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). 	Chapter 2 - Sustainability Management Approach chapter Section Double Materiality Assessment
GRI 204: Procurement Practices 2016			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	<p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organisation's geographical definition of 'local'. c. The definition used for 'significant locations of operation' 	The Röhlig business relies on external provider, as being very light asset based, this applies to all our Röhlig locations worldwide. We do not have any significant locations, so the percentage of the procurement budget allocated to such locations is not applicable. Local procurement refers to decisions made within each country, while central procurement is managed by Head Office directors, such as Director or Seafreight. As mentioned, there are no significant locations in our procurement structure.
GRI 205: Anti-corruption 2016			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	<p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment. 	<p>A risk assessment was performed in the beginning of 2023 and at the end of 2023 on anti-corruption and anti-bribery. The assessment was done twice to review progress and ensure the correct actions are being taken.</p> <p>A total of 30 operations were assessed for risks related to corruption. Through this risk assessment, significant corruption concerns were identified in several countries, with Bolivia and Vietnam reporting the highest number of concerns (3 each), followed by Argentina, India, Indonesia, Malaysia, Mexico, Mozambique, Thailand, and UAE (each with 2 concerns). Other countries, including Austria, Belgium, Italy, South Korea, Namibia, South Africa, Spain, the USA, and Uruguay, reported one corruption concern each. In contrast, Chile, Denmark, France, Germany, Hong Kong, the Netherlands, New Zealand, Singapore, and Taiwan did not report any corruption concerns.</p>
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	<p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Total number and percentage of governance body members that the organisation's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organisation's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organisation's anti-corruption policies and procedures have been communicated to any other persons or organisations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region. 	<p>Mandatory anti-bribery, anti-corruption and conflict of interest training is required to be followed online. Additionally local management discussed the anti-bribery and anti-corruption policies and procedures during sessions held locally.</p> <p>Partial information can be found on Chapter 6 - Governance Practices, section Anti-corruption and Anti-bribery Practices. We chose to omit the remaining information due to incomplete or unavailable information.</p>
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	<p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases. 	No corruption incidents were uncovered or reported in 2023.
GRI 206: Anti-competitive Behavior 2016			

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The reporting organisation shall report the following information: a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organisation has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgements.	In 2023, we have not gone through any legal actions regarding anticompetitive behavior, anti-trust or monopoly practices. We actively work towards mitigating the risk of these incidents.
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	The reporting organisation shall report the following information: a. Total fuel consumption within the organisation from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organisation from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organisation, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used. 2.1 When compiling the information specified in Disclosure 302-1, the reporting organisation shall: 2.1.1 avoid the double-counting of fuel consumption, when reporting self-generated energy consumption. If the organisation generates electricity from a non-renewable or renewable fuel source and then consumes the generated electricity, the energy consumption shall be counted once under fuel consumption; 2.1.2 report fuel consumption separately for non-renewable and renewable fuel sources; 2.1.3 only report energy consumed by entities owned or controlled by the organisation; 2.1.4 calculate the total energy consumption within the organisation in joules or multiples using the following formula: Non-renewable fuel consumed + renewable fuel consumed + electricity, heating, cooling and steam purchased for consumption + self generated electricity, heating, cooling and steam not consumed - xxx sold	Total Scope 3 GHG emissions (indirect energy consumption outside the organisation): - 2021: 443,519.15 tCO ₂ e - 2022: 553,854.15 tCO ₂ e - 2023: 556,070.06 tCO ₂ e Methodology: GHG Protocol Source: Assumption of the data has been recorded separately and national or international reports for this specific parameters were used as a referencing for the average assumption later multiply it with the respective numbers such as employee headcount has been done all the data for averaging has been separately maintained along with the detailed reporting and referencing to the reports from the mentioned organisation Scope 1 (Direct Energy Consumption) & Scope 2 (Location-Based Indirect Energy Consumption) are excluded. Partial information can be found on Chapter 5: Energy Usage and Efficiency We chose to omit the remaining information due to incomplete or unavailable information. Energy consumption from company-owned operations (Scope 1 & 2) is separately accounted for in their respective categories.
GRI 302: Energy 2016	302-2 Energy consumption outside of the organisation	The reporting organisation shall report the following information: a. Energy consumption outside of the organisation, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used. 2.3 When compiling the information specified in Disclosure 302-2, the reporting organisation shall exclude energy consumption reported in Disclosure 302-1.	We chose to omit the information due to incomplete or unavailable information.
GRI 302: Energy 2016	302-3 Energy intensity	The reporting organisation shall report the following information: a. Energy intensity ratio for the organisation. b. Organisation-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organisation, outside of it, or both. Compilation requirements 2.5 When compiling the information specified in Disclosure 302-3, the reporting organisation shall: 2.5.1 calculate the ratio by dividing the absolute energy consumption (the numerator) by the organisation-specific metric (the denominator); 2.5.2 if reporting an intensity ratio both for the energy consumed within the organisation and outside of it, report these intensity ratios separately.	(a) Energy Intensity Ratio: Partial information can be found on Chapter 5: Energy Usage and Efficiency We chose to omit the remaining information due to incomplete or unavailable information. (b) Organisation-Specific Metric (Denominator): Partial information can be found on Chapter 5: Energy Usage and Efficiency We chose to omit the remaining information due to incomplete or unavailable information. (c) Types of Energy Included: Partial information can be found on Chapter 5: Energy Usage and Efficiency We chose to omit the remaining information due to incomplete or unavailable information. (d) Energy Consumption Scope: Within the organisation. No separate external energy consumption reported under intensity ratios. Total Energy Consumption (Numerator) for reference: 2021: 940.17 MWh 2022: 951.81 MWh 2023: 928.89 MWh

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 302: Energy 2016	302-4 Reduction of energy consumption	<p>The reporting organisation shall report the following information:</p> <p>a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.</p> <p>b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.</p> <p>c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Compilation requirements</p> <p>2.7 When compiling the information specified in Disclosure 302-4, the reporting organisation shall:</p> <p>2.7.1 exclude reductions resulting from reduced production capacity or outsourcing;</p> <p>2.7.2 describe whether energy reduction is estimated, modelled, or sourced from direct measurements. If estimation or modelling is used, the organisation shall disclose the methods used.</p>	<p>(a) Amount of Reductions Achieved: Partial information can be found on Chapter 5: Energy Usage and Efficiency. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(b) Types of Energy Included in Reductions: Electricity and district heating are tracked, but no specific reduction figures are reported. Partial information can be found on Chapter 5: Energy Usage and Efficiency. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(c) Basis for Calculation (Baseline/Year): Partial information can be found on Chapter 5: Energy Usage and Efficiency. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(d) Standards, Methodologies, and Tools Used: Partial information can be found on Chapter 5: Energy Usage and Efficiency. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>Supporting Data:</p> <p>Total Renewable Energy Consumption (suggests an efficiency trend, but not confirmed as a reduction initiative):</p> <p>2021: 147.45 MWh</p> <p>2022: 150.92 MWh</p> <p>2023: 154.46 MWh</p>
GRI 302: Energy 2016	302-5 Reductions in energy requirements of products and services	<p>The reporting organisation shall report the following information:</p> <p>a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.</p> <p>b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p>	<p>(a) Reductions Achieved: Partial information can be found on Chapter 5: Energy Usage and Efficiency. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(b) Basis for Calculation (Baseline/Year): 2021</p> <p>(c) Standards, Methodologies, Assumptions, and Tools Used: Partial information can be found on Chapter 5: Energy Usage and Efficiency. We chose to omit the remaining information due to incomplete or unavailable information.</p>
GRI 305: Emissions 2016			

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<p>The reporting organisation shall report the following information:</p> <p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2 , CH4 , N2 O, HFCs, PFCs, SF6 , NF3 , or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Compilation requirements</p> <p>2.1 When compiling the information specified in Disclosure 305-1, the reporting organisation shall:</p> <p>2.1.1 exclude any GHG trades from the calculation of gross direct (Scope 1) GHG emissions;</p> <p>2.1.2 Report biogenic emissions of CO₂ from the combustion or biodegradation of biomass separately from the gross direct (Scope 1) GHG emissions. Exclude biogenic emissions of other types of GHG (such as CH₄ and N₂O), and biogenic emissions of CO₂ that occur in the lifecycle of biomass other than from combustion or biodegradation (such as GHG emissions from processing or transporting biomass).</p>	<p>(a) Gross Direct (Scope 1) GHG Emissions:</p> <p>2021: 6,135.53 tCO₂e 2022: 6,329.75 tCO₂e 2023: 8,348.55 tCO₂e</p> <p>(b) Gases Included in the Calculation: CO2</p> <p>(c) Biogenic CO₂ Emissions: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(d) Base Year is to be determined</p> <p>i. Rationale for choosing it: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>ii. Base Year is to be determined</p> <p>iii. Context for Changes in Emissions: Increase observed in 2023 due to potential operational expansions, but no detailed justification provided in the dataset.</p> <p>(e) Source of Emission Factors and GWP Rates Used: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(f) Consolidation Approach for Emissions: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(g) Standards, Methodologies, Assumptions, and Calculation Tools Used: GHG Protocol methodology assumed, Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p>
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	<p>The reporting organisation shall report the following information:</p> <p>a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.</p> <p>c. If available, the gases included in the calculation; whether CO2 , CH4 , N2 O, HFCs, PFCs, SF6 , NF3 , or all.</p> <p>d. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>f. Consolidation approach for emissions; whether equity share, financial control, or operational control.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Compilation requirements</p> <p>2.3 When compiling the information specified in Disclosure 305-2, the reporting organisation shall:</p> <p>2.3.1 exclude any GHG trades from the calculation of gross energy indirect (Scope 2) GHG emissions;</p> <p>2.3.2 exclude other indirect (Scope 3) GHG emissions that are disclosed as specified in Disclosure 305-3;</p> <p>2.3.3 account and report energy indirect (Scope 2) GHG emissions based on the location-based method, if it has operations in markets without product or supplier-specific data;</p> <p>2.3.4 account and report energy indirect (Scope 2) GHG emissions based on both the location-based and market-based methods, if it has any operations in markets providing product or supplier-specific data in the form of contractual instruments.</p>	<p>(a) Gross Location-Based Scope 2 GHG Emissions (tCO₂e):</p> <p>2021: 949.25 2022: 960.89 2023: 937.44</p> <p>(b) Gross Market-Based Scope 2 GHG Emissions: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(c) Gases Included in the Calculation: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(d) Base Year is to be determined</p> <p>i. Rationale for Choosing It: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>ii. Base Year is to be determined</p> <p>iii. Context for Changes in Emissions: Small fluctuation observed over the years, with a slight decrease in 2023.</p> <p>(e) Source of Emission Factors and GWP Rates Used: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(f) Consolidation Approach for Emissions: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(g) Standards, Methodologies, and Calculation Tools Used: Assumed GHG Protocol but not confirmed in the dataset. Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p>

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	<p>The reporting organisation shall report the following information:</p> <p>a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.</p> <p>b. If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>c. Biogenic CO2 emissions in metric tons of CO2 equivalent.</p> <p>d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.</p> <p>e. Base year for the calculation, if applicable, including:</p> <p>i. the rationale for choosing it;</p> <p>ii. emissions in the base year;</p> <p>iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p> <p>g. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Compilation requirements</p> <p>2.5 When compiling the information specified in Disclosure 305-3, the reporting organisation shall:</p> <p>2.5.1 exclude any GHG trades from the calculation of gross other indirect (Scope 3) GHG emissions;</p> <p>2.5.2 exclude energy indirect (Scope 2) GHG emissions from this Energy indirect (Scope 2) GHG emissions as specified in Disclosure 305-2;</p> <p>2.5.3 report biogenic emissions of CO2 from the combustion or biodegradation of biomass that occur in its value chain separately from the gross other indirect (Scope 3) GHG emissions. Exclude biogenic emissions of other types of GHG (such as CH4 and N2O), and biogen emissions of CO2 that occur in the life cycle of biomass other than from combustion or biodegradation (such as GHG emissions from processing or transporting biomass).</p>	<p>(a) Gross Scope 3 GHG Emissions (tCO₂e):</p> <p>2021: 443,519.15 2022: 553,854.15 2023: 556,070.06</p> <p>(b) Gases Included in the calculation: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(c) Biogenic CO2 Emissions: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information..</p> <p>(d) Categories of Scope 3 Emissions Included in the Calculation:</p> <p>Upstream & Downstream Transportation and Distribution Business Travel Employee Commuting (e) Base Year is to be determined</p> <p>i. Rationale for Choosing It: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>ii. Base Year is to be determined</p> <p>iii. Context for Changes in Emissions: Significant increase in 2022, stabilizing in 2023, potentially due to changes in transportation and business travel, but no specific details are provided.</p> <p>(f) Source of Emission Factors and GWP Rates Used: Geolocation and international/National reports used for the EF dataset and included as a tab in the emission calculation process. Only authorised GHG org and national govt sources used as part of EF data record.</p> <p>(g) Standards, Methodologies, and Calculation Tools Used: Assumed GHG Protocol</p>
GRI 305: Emissions 2016	305-4 GHG emissions intensity	<p>The reporting organisation shall report the following information:</p> <p>a. GHG emissions intensity ratio for the organisation.</p> <p>b. Organisation-specific metric (the denominator) chosen to calculate the ratio.</p> <p>c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>d. Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.</p> <p>Compilation requirements</p> <p>2.7 When compiling the information specified in Disclosure 305-4, the reporting organisation shall:</p> <p>2.7.1 calculate the ratio by dividing the absolute GHG emissions (the numerator) by the organisation-specific metric (the denominator);</p> <p>2.7.2 if reporting an intensity ratio for other indirect (Scope 3) GHG emissions, report this intensity ratio separately from the intensity ratios for direct (Scope 1) and energy indirect (Scope 2) emissions.</p>	<p>(a) Gross Scope 3 GHG Emissions (tCO₂e):</p> <p>2021: 443,519.15 2022: 553,854.15 2023: 556,070.06</p> <p>(b) Gases Included in the Calculation: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(c) Biogenic CO2 Emissions: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information..</p> <p>(d) Categories of Scope 3 Emissions Included in the Calculation:</p> <p>Upstream & Downstream Transportation and Distribution Business Travel Employee Commuting (e) Base Year is to be determined</p> <p>i. Rationale for Choosing It: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>ii. Base Year is to be determined</p> <p>iii. Context for Changes in Emissions: Significant increase in 2022, stabilizing in 2023, potentially due to changes in transportation and business travel, but no specific details are provided.</p> <p>(f) Source of Emission Factors and GWP Rates Used: Geolocation and international/National reports used for the EF dataset and included as a tab in the emission calculation process. Only authorised GHG org and national govt sources used as part of EF data record.</p> <p>(g) Standards, Methodologies, and Calculation Tools Used: Assumed GHG Protocol</p>

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	<p>The reporting organisation shall report the following information:</p> <p>a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.</p> <p>b. Gases included in the calculation; whether CO2 , CH4 , N2 O, HFCs, PFCs, SF6 , NF3 , or all.</p> <p>c. Base year or baseline, including the rationale for choosing it.</p> <p>d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).</p> <p>e. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Compilation requirements</p> <p>2.9 When compiling the information specified in Disclosure 305-5, the reporting organisation shall:</p> <p>2.9.1 exclude reductions resulting from reduced production capacity or outsourcing;</p> <p>2.9.2 use the inventory or project method to account for reductions;</p> <p>2.9.3 calculate an initiative's total reductions of GHG emissions as the sum of its associated primary effects and any significant secondary effects;</p> <p>2.9.4 if reporting two or more Scope types, report the reductions for each separately;</p> <p>2.9.5 report reductions from offsets separately.</p>	<p>(a) GHG Emissions Reduced Due to Initiatives: Partial information can be found on Chapter 5: Greenhouse Gas (GHG) Emissions Measuring And Reporting. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>(b) Gases Included in the Calculation: CO2</p> <p>(c) Base Year or Baseline: 2021</p> <p>(d) Scopes in Which Reductions Took Place: NA for Scope 1, 2, or 3 emissions.</p> <p>(e) Standards, Methodologies, Assumptions, and Calculation Tools Used: NA</p> <p>Supporting Data (Total Emissions Trends):</p> <p>Scope 1 GHG Emissions: Increased from 6,135.53 tCO₂e (2021) to 8,348.55 tCO₂e (2023)</p> <p>Scope 2 GHG Emissions: Slight fluctuation, 949.25 tCO₂e (2021) to 937.44 tCO₂e (2023)</p> <p>Scope 3 GHG Emissions: Increase from 443,519.15 tCO₂e (2021) to 556,070.06 tCO₂e (2023)</p>
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	<p>The reporting organisation shall report the following information:</p> <p>a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.</p> <p>b. Substances included in the calculation.</p> <p>c. Source of the emission factors used.</p> <p>d. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Compilation requirements</p> <p>2.11 When compiling the information specified in Disclosure 305-6, the reporting organisation shall:</p> <p>2.11.1 calculate the production of ODS as the amount of ODS produced, minus the amount destroyed by approved technologies, and minus the amount entirely used as feedstock in the manufacture of other chemicals;</p> <p>2.11.2 exclude ODS recycled and reused.</p>	<p>(c) Source of the Emission Factors Used: Geolocation and international/National reports used for the EF dataset and included as a tab in the emission calculation process. Only authorised GHG org and national govt sources used as part of EF data record.</p> <p>(d) Standards, Methodologies, Assumptions, and Calculation Tools Used: NA</p> <p>As a freight forwarding company, our influence on ozone depletion comes from the transportation services we facilitate. We follow EcoTransIT and use their methodology and emission factors to calculate our emissions. This ensures a standardized and reliable approach to measuring our environmental impact.</p> <p>We chose to omit the remaining information due to incomplete or unavailable information.</p>
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<p>The reporting organisation shall report the following information:</p> <p>a. Significant air emissions, in kilograms or multiples, for each of the following:</p> <p>i. NOx</p> <p>ii. SOx</p> <p>iii. Persistent organic pollutants (POP)</p> <p>iv. Volatile organic compounds (VOC)</p> <p>v. Hazardous air pollutants (HAP)</p> <p>vi. Particulate matter (PM)</p> <p>vii. Other standard categories of air emissions identified in relevant regulations</p> <p>b. Source of the emission factors used.</p> <p>c. Standards, methodologies, assumptions, and/or calculation tools used.</p> <p>Compilation requirements</p> <p>2.13 When compiling the information specified in Disclosure 305-7, the reporting organisation shall select one of the following approaches for calculating significant air emissions:</p> <p>2.13.1 Direct measurement of emissions (such as online analyses);</p> <p>2.13.2 Calculation based on site-specific data;</p> <p>2.13.3 Calculation based on published emission factors;</p> <p>2.13.4 Estimation. If estimations are used due to a lack of default figures, the organisation shall indicate the basis on which figures were estimated.</p>	<p>Source of Emission Factors Used: Geolocation and international/National reports used for the EF dataset and included as a tab in the emission calculation process. Only authorised GHG org and national govt sources used as part of EF data record.</p> <p>We chose to omit the remaining information due to incomplete or unavailable information.</p>
GRI 306: Waste 2020			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	<p>The reporting organisation shall report the following information:</p> <p>a. For the organisation's significant actual and potential waste-related impacts, a description of:</p> <p>i. ii. the inputs, activities, and outputs that lead or could lead to these impacts; whether these impacts relate to waste generated in the organisation's own activities or to waste generated upstream or downstream in its value chain.</p>	<p>Our waste impacts arise from office and warehouse activities, as well as upstream supplier packaging and downstream customer waste. We implement waste separation systems, partner with certified recyclers, and track key KPIs such as total waste generated and recycling rates to improve our waste management efforts.</p>

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	The reporting organisation shall report the following information: a. Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organisation in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data.	At Röhlig, we minimize waste through digitalization, paperless operations, and recycling initiatives. 86% of our warehouses participate in recycling programs, and we ensure proper disposal of electronic waste. We partner with certified recycling companies to manage waste in compliance with regulations. Waste separation systems and employee training support our efforts. We track key KPIs, such as total waste generated and recycling rates, to monitor and improve our waste management practices.
GRI 306: Waste 2020	306-3 Waste generated	The reporting organisation shall report the following information: a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled. Compilation requirements 2.1 When compiling the information specified in Disclosure 306-3-a, the reporting organisation shall: 2.1.1 exclude effluent, unless required by national legislation to be reported under total waste; 2.1.2 use 1000 kilograms as the measure for a metric ton.	(a) Total Weight of Waste Generated (metric tons): Total hazardous waste: Partial information can be found on Chapter 5:Waste Management. We chose to omit the remaining information due to incomplete or unavailable information. Total non-hazardous waste: 2021: 13.06 metric tons 2022: 14.25 metric tons 2023: 10.86 metric tons (b) Contextual Information: Partial information can be found on Chapter 5:Waste Management. We chose to omit the remaining information due to incomplete or unavailable information.
GRI 306: Waste 2020	306-4 Waste diverted from disposal	The reporting organisation shall report the following information: a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled. Compilation requirements 2.2 When compiling the information specified in Disclosure 306-4, the reporting organisation shall: 2.2.1 exclude effluent, unless required by national legislation to be reported under total waste; 2.2.2 use 1000 kilograms as the measure for a metric ton.	(a) Total Waste Diverted from Disposal (metric tons): 2021: 5.52 2022: 6.61 2023: 7.79 (b) Total Hazardous Waste Diverted: 0 (c) Total Non-Hazardous Waste Diverted by Recovery Type: Recycling (assumed since other breakdowns are not available): 2021: 5.52 metric tons 2022: 6.61 metric tons 2023: 7.79 metric tons (d) Onsite vs. Offsite Breakdown: Offsite (e) Contextual Information: Trend: There is an increase in total waste diverted from disposal from 5.52 metric tons (2021) to 7.79 metric tons (2023), indicating improved recovery efforts.

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 306: Waste 2020	306-5 Waste directed to disposal	<p>The reporting organisation shall report the following information:</p> <p>a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.</p> <p>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p> <p>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p> <p>d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal:</p> <p>i. onsite;</p> <p>ii. offsite.</p> <p>e. Contextual information necessary to understand the data and how the data has been compiled.</p> <p>Compilation requirements</p> <p>2.4 When compiling the information specified in Disclosure 306-5, the reporting organisation shall:</p> <p>2.4.1 exclude effluent, unless required by national legislation to be reported under total waste;</p> <p>2.4.2 use 1000 kilograms as the measure for a metric ton.</p>	<p>(a) Total Waste Directed to Disposal (metric tons): Partial information can be found on Chapter 5:Waste Management. We chose to omit the remaining information due to incomplete or unavailable information.</p> <p>2021: Not reported 2022: Not reported 2023: Not reported</p> <p>(b) Total Hazardous Waste Directed to Disposal (Breakdown unavailable in dataset):</p> <p>Incineration (with energy recovery): Not available Incineration (without energy recovery): Not available Landfilling: Not available Other disposal operations: Not available</p> <p>(c) Total Non-Hazardous Waste Directed to Disposal (metric tons):</p> <p>2021: 13.06 2022: 14.25 2023: 10.86</p> <p>(d) Breakdown of Onsite vs. Offsite Disposal: NA</p> <p>(e) Contextual Information:</p> <p>Trend: The total non-hazardous waste disposal has fluctuated, peaking in 2022 and reducing in 2023.</p>
GRI 308: Supplier Environmental Assessment 2016			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	<p>The reporting organisation shall report the following information:</p> <p>a. Percentage of new suppliers that were screened using environmental criteria.</p>	We currently do not have a percentage of new suppliers that were screened using environmental criteria. But At Röhlig, we are committed to sustainable procurement and responsible supply chain management.
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	<p>The reporting organisation shall report the following information:</p> <p>a. Number of suppliers assessed for environmental impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative environmental impacts.</p> <p>c. Significant actual and potential negative environmental impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.</p>	Partial information can be found on Chapter 6 - Governance Practices, section Responsible Procurement Management. We decided not to provide more details due to unavailable or incomplete information.
GRI 401: Employment 2016			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<p>The reporting organisation shall report the following information:</p> <p>a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.</p> <p>b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.</p> <p>Compilation requirements</p> <p>2.1 When compiling the information specified in Disclosure 401-1, the reporting organisation shall use the total employee numbers at the end of the reporting period to calculate the rates of new employee hires and employee turnover. See Standard Interpretations.</p>	We decided not to include this disclosure due to unavailable or incomplete information.

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>The reporting organisation shall report the following information:</p> <p>a. Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. <p>b. The definition used for 'significant locations of operation'.</p> <p>2.3 When compiling the information specified in Disclosure 401-2, the reporting organisation shall exclude in-kind benefits such as provision of sports or child day care facilities, free meals during working time, and similar general employee welfare programs.</p>	Partial information can be found on Chapter 5 - Social Accountability, section Employment. We decided not to provide more details due to unavailable or incomplete information.
GRI 401: Employment 2016	401-3 Parental leave	<p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender. 	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 402: Labor/Management Relations 2016			
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	<p>The reporting organisation shall report the following information:</p> <ul style="list-style-type: none"> a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organisations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements. 	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 403: Occupational Health and Safety 2018			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	<p>The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <ul style="list-style-type: none"> a. A statement of whether an occupational health and safety management system has been implemented, including whether: <ul style="list-style-type: none"> i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered. 	The standards/guidelines are defined in our H&S Policy. They only have partially been implemented because of legal requirements, as for many Röhlig countries, the policy states far higher standards than the local requirements.

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	<p>The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <p>i. how the organisation ensures the quality of these processes, including the competency of persons who carry them out;</p> <p>ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</p> <p>b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.</p>	Chapter 5 - Social Accountability Section Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	<p>The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organisation ensures the quality of these services and facilitates workers' access to them.</p>	Chapter 5 - Social Accountability Section Occupational Health and Safety
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	<p>The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.</p> <p>b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.</p>	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	<p>The reporting organisation shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.</p>	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	<p>The reporting organisation shall report the following information:</p> <p>- for employees and for workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <p>a. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organisation facilitates workers' access to these services and programs.</p>	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>The reporting organisation shall report the following information:</p> <p>a. A description of the organisation's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.</p>	Chapter 5 - Social Accountability Section Occupational Health and Safety

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	<p>The reporting organisation shall report the following information:</p> <p>a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <ul style="list-style-type: none"> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party. <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	Partial information can be found on Chapter 5 - Social Accountability, section Occupational Health and Safety. We decided not to provide more details due to unavailable or incomplete information.
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	<p>The reporting organisation shall report the following information:</p> <p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <ul style="list-style-type: none"> i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p> <p>Compilation requirements</p> <p>2.1 When compiling the information specified in Disclosure 403-9, the reporting organisation shall:</p> <ul style="list-style-type: none"> 2.1.1 exclude fatalities in the calculation of the number and rate of high-consequence work-related injuries; 2.1.2 include fatalities as a result of work-related injury in the calculation of the number and rate of recordable work-related injuries; 2.1.3 include injuries as a result of commuting incidents only where the transport has been organized by the organisation; 2.1.4 calculate the rates based on either 200,000 or 1,000,000 hours worked, using the following formulas: (see GRI 403 page 21) 	Partial information can be found on Chapter 5 - Social Accountability, section Occupational Health and Safety. We decided not to provide more details due to unavailable or incomplete information.

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	<p>The reporting organisation shall report the following information:</p> <p>a. For all employees:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organisation:</p> <ul style="list-style-type: none"> i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. <p>c. The work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. <p>d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p> <p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	Partial information can be found on Chapter 5 - Social Accountability, section Occupational Health and Safety. We decided not to provide more details due to unavailable or incomplete information.
GRI 404: Training and Education 2016			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	<p>The reporting organisation shall report the following information:</p> <p>a. Average hours of training that the organisation's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> i. gender; ii. employee category. 	Partial information can be found on Chapter 5 - Social Accountability, section Training and Education. We decided not to provide more details due to unavailable or incomplete information.
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	<p>The reporting organisation shall report the following information:</p> <p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.</p>	Chapter 5 - Social Accountability Section Training and Education
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	<p>The reporting organisation shall report the following information:</p> <p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	Partial information can be found on Chapter 5 - Social Accountability, section Employment. We decided not to provide more details due to unavailable or incomplete information.
GRI 405: Diversity and Equal Opportunity 2016			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<p>The reporting organisation shall report the following information:</p> <p>a. Percentage of individuals within the organisation's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). 	<p>a) The governance bodies (Global Executive Board and Advisory Board) consists of 10 people, two of them are women = 20% (status 2024). There are no information about their age nor about further indicators of diversity available.</p> <p>b) i) 48% m / 52% f ii) under 30: 14,8%, 30-50: 58,9%, over 50: 26,3%</p>

Source	Disclosure	Disclosure Specific Metric Requirement	Disclosures and Reasons For Omission
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	<p>The reporting organisation shall report the following information:</p> <p>a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.</p> <p>b. The definition used for 'significant locations of operation'.</p>	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 406: Non-discrimination 2016			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<p>The reporting organisation shall report the following information:</p> <p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and actions taken with reference to the following:</p> <p>i. Incident reviewed by the organisation;</p> <p>ii. Remediation plans being implemented;</p> <p>iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;</p> <p>iv. Incident no longer subject to action.</p> <p>2.1 When compiling the information specified in Disclosure 406-1, the reporting organisation shall include incidents of discrimination on grounds of race, color, sex, religion, political opinion, national extraction, or social origin as defined by the ILO, or other relevant forms of discrimination involving internal and/or external stakeholders across operations in the reporting period.</p>	At Röhlig, we are committed to fostering a diverse, inclusive, and respectful workplace. During the reporting period, there were no reported incidents of discrimination across our operations. We have established clear policies and procedures to prevent discrimination and ensure a fair working environment. Any potential incidents are thoroughly reviewed, and if necessary, remediation plans are implemented and monitored through internal management reviews. We continuously promote awareness and training to uphold our commitment to equal opportunity and non-discrimination.
GRI 407: Freedom of Association and Collective Bargaining 2016			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>The reporting organisation shall report the following information:</p> <p>a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <p>i. type of operation (such as manufacturing plant) and supplier;</p> <p>ii. countries or geographic areas with operations and suppliers considered at risk.</p> <p>b. Measures taken by the organisation in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p>	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 410: Security Practices 2016			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedure	<p>The reporting organisation shall report the following information:</p> <p>a. Percentage of security personnel who have received formal training in the organisation's human rights policies or specific procedures and their application to security.</p> <p>b. Whether training requirements also apply to third-party organisations providing security personnel.</p>	We decided not to include this disclosure due to unavailable or incomplete information.
GRI 414: Supplier Social Assessment 2016			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	<p>The reporting organisation shall report the following information:</p> <p>a. Percentage of new suppliers that were screened using social criteria.</p>	We include sustainability criteria in the selection of all new suppliers. All new suppliers receive a supplier code of conduct which we request to sign, and we also include a clause in our contracts which stipulates our requirements in relation to social issues.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	<p>The reporting organisation shall report the following information:</p> <p>a. Number of suppliers assessed for social impacts.</p> <p>b. Number of suppliers identified as having significant actual and potential negative social impacts.</p> <p>c. Significant actual and potential negative social impacts identified in the supply chain.</p> <p>d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.</p> <p>e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.</p>	None of our suppliers were assessed or identified as having a negative social impact in 2023 or in 2024.



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