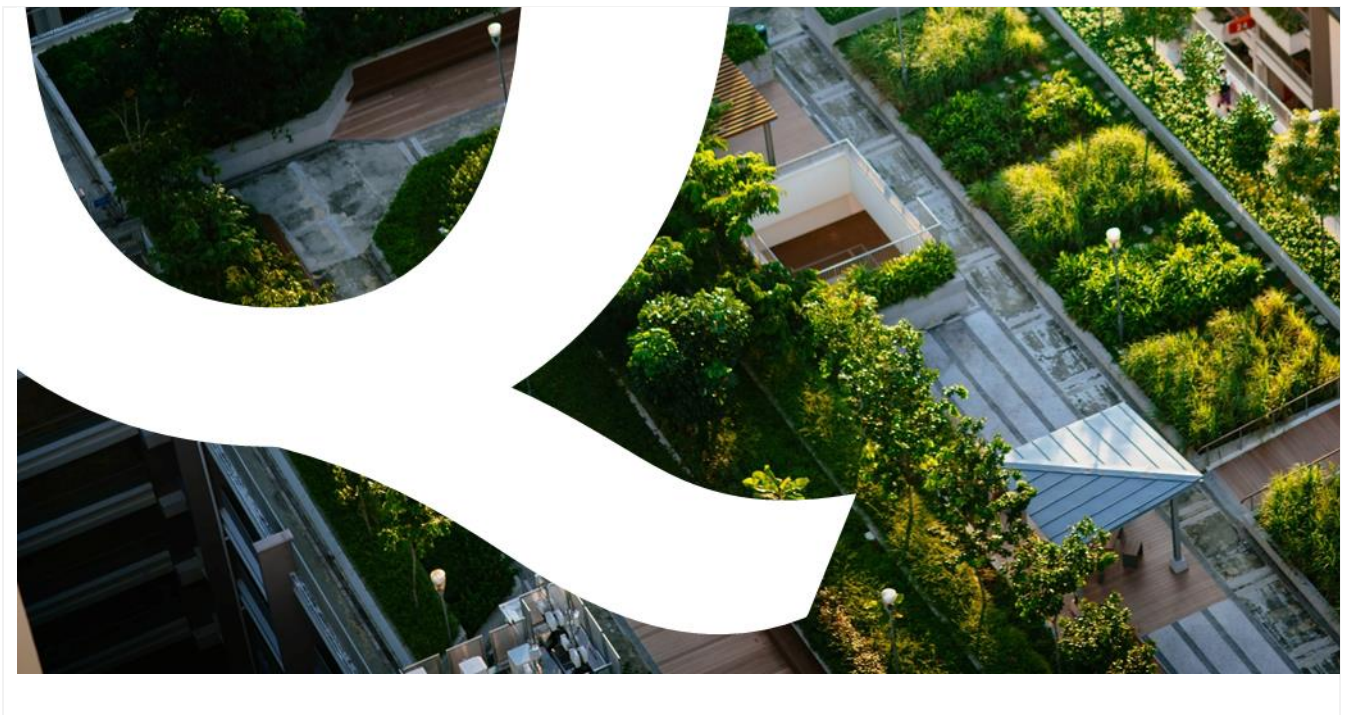


Close to your business.



ENVIRONMENT AND SUSTAINABILITY QUEHENBERGER LOGISTICS 2025

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Project to Reduce Greenhouse Gas Emissions by 2040

Year	Decarbonisation (%)
2022	0%
2025	30%
2028	60%
2030	70%
2032	80%
2035	90%
2040	100%

The Sustainable Development Goals (SDGs) that are essential for Quehenberger:

	Ecologically sustainable	Socially sustainable	
Ecologically sustainable 	 	Economically sustainable 	Environmentally friendly transport, CO₂neutral logistics properties provided we own them, resource efficiency Talent acquisition, corporate retention, occupational health and safety, compliance + COC, health protection, equal opportunities Digitisation, quality + reliability, supplier and partner compliance, sustainable management

Materiality matrix with weighted impacts

Ecological, social, economic on/by Quehenberger Group

1	2	3	4	5
Harmony of the three pillars Ecology, Social and Economy	Create added value and reduce CO₂	Promote innovations and implement them digitally	Orientation towards the goals of the government, the EU or the Paris Agreement	Orientation towards the Sustainable Development Goals

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0. General

0.1. Scope of application

The scope of the Sustainability Report 2025 corresponds to the *certificates* or, where available, the annexes of the certificates ISO 9001, ISO 14001, ISO 27001, ISO 45001/ 01,02,03,05,07 – as of 31.12.2025 and is available for inspection at QSE Department.

0.2. Consolidated sustainability report

Effective retroactively as of January 1, 2023, the Geis Group is acquiring a majority stake in Quehenberger Logistics (Augustin Quehenberger Group GmbH), which currently stands at 86%.

As a result of the takeover, a consolidated sustainability report is also available, which can be downloaded from <https://geis-group.eu/downloads> after publication.

0.3. Calculation and disclosure of our CO₂ emissions in the context of our business activities

Our CO₂ calculations are based on [sustainable and recognised methodologies/standards] to ensure that the results are accurate and comparable.

We have considered all aspects of our operations, from production to supply chain, to provide a comprehensive picture of our environmental impact.

0.4. Report deadlines

All figures are based on a calendar year. Exceptions are explicitly mentioned for tables.

0.5. Gender equality policy

In the spirit of gender mainstreaming, we would like to point out that all formulations in this report always refer to both the male and the female gender.

0.6. The Executive Board



Figure 1 The Executive Board: from left to right Christian Fürstaller (CEO), Rodolphe Schoettel (CFO), Klaus Hrazdira (COO)

Source: Quehenberger Logistics

TRUST AND GOOD RELATIONSHIPS WITH CUSTOMERS, PARTNERS AND EMPLOYEES ARE OUR GREATEST SUCCESS.

Quality work and a medium-sized corporate culture are what make Quehenberger companies stand out. Within the group of companies, internationally operating logistics companies are managed with a high understanding of quality.

Quehenberger Logistics is a medium-sized, owner-managed quality provider for transport management, network and contract logistics with an international focus. The quality of the service is based on the competence of the international management, the experience of long-standing employees and the flexibility of an organisation with flat hierarchies.

At Quehenberger Logistics, personal contact with customers and partners as well as mutual commitment through handshake quality are what count. As a medium-sized company, we at Quehenberger Logistics focus on those industries and regions in which we can meet our high quality standards.

Standardised products, proven industry solutions and an excellent partner landscape guarantee maximum efficiency.

Those who build and maintain relationships based on trust and partnership take their counterparts seriously and seek mutual success. We at Quehenberger Logistics live this attitude, because it has shaped our economic actions from the very beginning.

0.7. Short historical review

	2025	15th anniversary of the Quehenberger Logistics brand. 10th anniversary of Quehenberger Air + Ocean GmbH.
A significant step towards sustainability – the e-fleet was expanded and diesel was replaced by HVO fuels. Together with the Geis Group, a strong strategy with a clear vision, mission and values was developed. Despite the difficult environment, sales were up 1.5% on the previous year.	2024	
	2023	The German Geis Group takes over the majority of 66% of the shares of Quehenberger Logistics.
For the second time in a row, EUR 100 million annual increase in turnover.	2022	
	2021	Turnover record over EUR 500 million. Exceeding the warehouse space mark of 700,000 m².
10th anniversary of the Quehenberger Logistics brand.	2020	
	2019	Exceeding the warehouse space mark of 500,000 m².
Exceeding the warehouse space mark of 400,000 m². Expansion of the presence in Eastern Europe to include the markets of Poland and Kazakhstan. Foundation of Quehenberger Logistics Sweden. Sale of the shares in Q Logistics GmbH to ÖBB-Holding AG. Takeover of Alpin Spedition GmbH.	2018	
	2017	Exceeding the warehouse space mark of 300,000 m². Opening of eight new logistics locations. Joint venture with ÖBB-Holding AG in the general cargo Austria segment - foundation of Q Logistics GmbH.
Foundation of Quehenberger Air + Ocean GmbH. Change of name from X1 EXPRESS GmbH to Quehenberger Express GmbH.	2015	
	2014	Takeover of Günter Bauer Transportgesellschaft. Takeover of the German Transalkim Internat. Spedition GmbH with locations in Germany, Romania, Hungary and the Netherlands.
Takeover of Logwin locations in Slovakia, Hungary, Croatia, Macedonia, Romania, Bulgaria, Serbia. Takeover of X1 EXPRESS GmbH.	2013	
	2012	AUGUSTIN Network (formerly LKW Augustin) is renamed Quehenberger Logistics.
Takeover of the business segment Road + Rail Eastern Europe and the network Austria from Logwin AG by Christian Fürstaller, Rodolphe Schoettel and Rudi Quehenberger. The company is renamed Quehenberger Logistics.	2010	
	2009	Takeover of LKW AUGUSTIN by Christian Fürstaller and Rodolphe Schoettel.

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<i>Change of name from Lausenhämmer to R. Quehenberger Spedition.</i>	1983	
	1965	<i>Rudi Quehenberger joins the Lausenhämmer Salzburg transport company.</i>

0.8. Customised solutions - Products



Contract Logistics



Air Freight



Ocean Freight	
---------------	--



FTL/LTL



Industry Networks



Special Transports



Customs Services

Figure 2 Product overview Quehenberger Logistics

Source: Quehenberger Logistics

PRODUCTS	Description
Contract Logistics	With the services of Quehenberger Logistics, our customers benefit from a particularly high level of adaptability. Our customised solutions in the area of Contract Logistics not only ensure smooth processes, but also clear competitive advantages.
Air Freight	Thanks to our strong global network, our customers benefit from fast and reliable door-to-door solutions. In addition, there are customised transport concepts for individual needs and customs services that ensure an uncomplicated and safe transport process.
Ocean Freight	With our Ocean Freight products, we offer tailor-made options for maritime goods, special, heavy and hazardous goods transport. Systematic screening of the logistics chain and our door-to-door service ensure safe and cost-effective transport of the goods.
FTL/LTL	With their detailed knowledge of the industry and the region, our experienced and competent employees ensure that transports are handled smoothly. We find the most efficient route for our customers' goods.
Industry Networks	Customised solutions for specific requirements - that is our promise to our customers. To fulfil this, we have built up extensive, strong Industry Networks for retail, fashion, consumer goods and tires over the years.
Special Transport	In Central and Eastern Europe, we have experienced and well-established project connections and are therefore in a position to provide the right vehicle combinations for almost all conceivable dimensions and weights – irrespective of whether it involves continuous land transport or multimodal solutions via inland waterways.
Customs Services	The Customs Services of Quehenberger Logistics offer you a comprehensive solution package to reduce the effort in this sector. Our experts in Central and Eastern Europe have expertise in all customs procedures and handle goods transports quickly and reliably.

0.9. Our mission, vision and values

SERVICE IS PROVIDED BY PEOPLE, THAT'S WHY WE FOCUS ON PEOPLE.

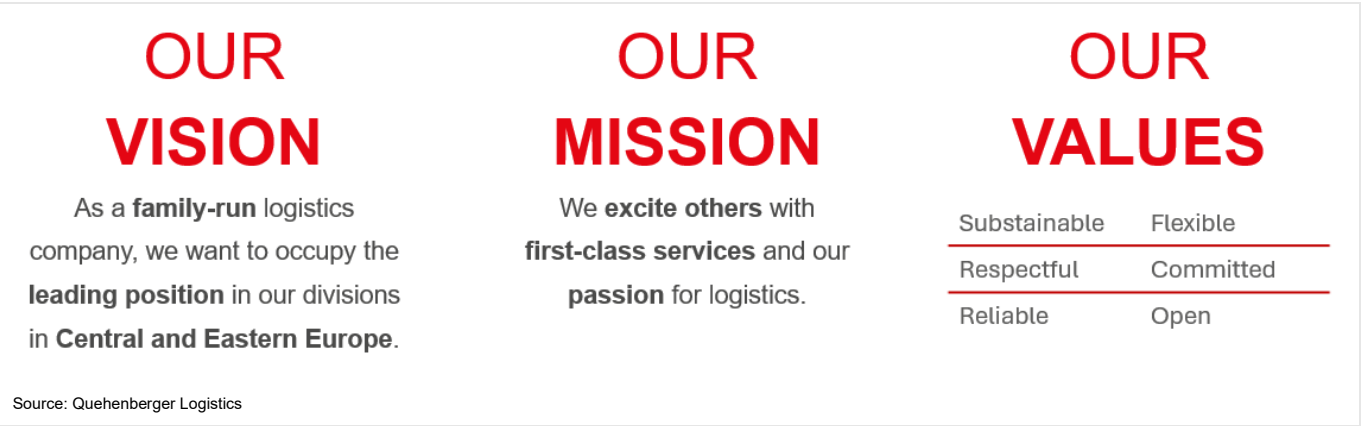


Figure 3 Mission, vision and values

1. Strategy and measures



Sustainability is an integral part of our corporate strategy.

1.1. Our sustainability strategy

The Executive Board has the overall responsibility for the sustainability strategy.

Sustainability is not a burden for us. It provides us with a stable basis for global competition. Even if many think that sustainability is "not an issue" in times of economic strain and additional requirements, we at Quehenberger Logistics are firmly convinced that we are on the right track with our environmental, social and economic commitment. In the course of globalisation, sustainability is becoming a central competitive factor for internationally operating companies.

The goal of entrepreneurial action is clearly and unambiguously defined. We want to make our contribution to sustainably improving the quality of people's lives and work in the long term through economic success, the constant optimisation of our services and the independent involvement of our employees.

We therefore see quality, safety and the environment as integrated and inseparable building blocks of sustainable corporate success.

We strive to make people aware of and use the positive reinforcing effects of each factor on the other two. We are aware of our environmental responsibility - that is why we are committed to active and preventive environmental protection and sustainable action.

We want more than just compliance with legal requirements.

We consider the impacts on air, water, soil and noise. The basis for the assessment is compliance with the legal requirements, the specifications required in the standards and the formulated environmental goals.

Figure 4 Strategy

Within the scope of our technical and economic possibilities, we strive for continuous improvement - this is part of the environmental orientation of our company. It is therefore important to present environmental impacts transparently and to derive concrete goals and measures from them.

Quehenberger Logistics aims to achieve carbon neutrality by 2040 through the project it has launched

We are already continuously reducing our CO₂ emissions by using alternative drive systems.

With our partner "GRYN", customers have the option of handling their logistics services in a climate-neutral manner in all business areas.

To ensure development, we consider the three pillars of sustainability: **Ecology**, **Social** and **Economy**. We are convinced that we can only be economically successful if we do so in harmony with our natural and social environment.

1.2. Pillars, focus and goals for sustainable development

Ecologically sustainable			Environmentally friendly transport, CO ₂ -neutral logistics properties provided we own them, resource efficiency	
				
Social sustainable				Talent acquisition, corporate retention, occupational health and safety, compliance + COC, health protection, equal opportunities
				
Economically sustainable				Digitisation, quality + reliability, supplier and partner compliance, sustainable management

Figure 5 Pillar, goals and focus for sustainable development



Source: United Nations Department of Global Communications

1.3. Integrated Management System IMS

Our company has implemented an integrated management system since 2001, which currently consists of ISO 9001, ISO 14001, ISO 45001, ISO 27001, GDP, SQAS, AEO-C/S/F, TISAX and TAPA B and 1+, which is currently under development.

An integrated management system is all the more successful the better the interaction and commitment of all people involved in the system are ensured. This applies to the management as well as to the Quality, Safety and Environment department, and of course to each individual employee.

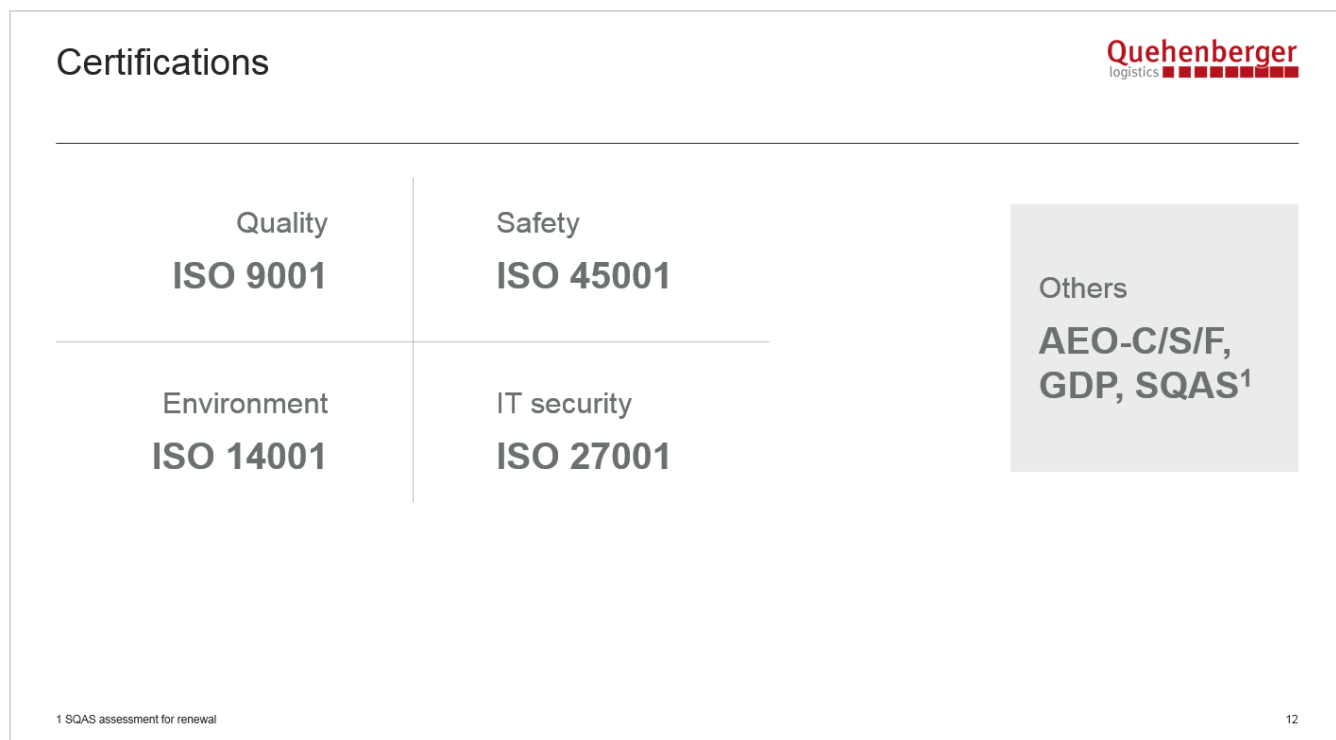


Figure 6 Standards by which we work

These standards help to coordinate and implement the various requirements in the areas of quality, environment, and occupational safety and health.

Energy audits in accordance with the Energy Efficiency Act are carried out at regular intervals to continuously improve energy efficiency.


Current standards/certifications/assessments

Quality management	According to the international standard for quality management systems ISO 9001:2015
Environmental management	According to the international standard for environmental management systems ISO 14001:2015
Safety and health management	According to the international standard for occupational health and safety ISO 45001:2018
Good Distribution Practice (GDP)	Certificates issued explicitly for the transport sector confirm the GDP-compliant handling of transports, but not a registration in the Europe-wide central database called EudraGMDP
Safety and Quality Assessment System → Safety and Quality Assessment System (SQAS)	SQAS is a standard of the European Chemical Industry Association. It is used to assess the quality, safety and environmental compatibility of logistics providers.
Authorised Economic Operator (AEO-C/F/S)	In European Union customs law, an Authorised Economic Operator is an audited company that enjoys certain privileges.
Information Security management	The international standard ISO/IEC 27001 specifies the requirements for producing, implementing, operating, monitoring, maintaining and improving a documented information security management system, taking into account the risks throughout the organisation.

1.4. Memberships/interest groups/influence

Quehenberger Logistics does not exert any political influence on legislative procedures. In new legislative procedures, the interests of the company and its stakeholders are represented by the relevant associations.

Our affiliations are not based on political influence, but rather on the use of concrete services such as counselling, legal assistance and networking.

There are memberships and partnerships primarily in industry-specific associations and federations, in the chambers of industry and commerce of the respective branches, and in regional business development associations. Quehenberger Logistics is not politically active in any organisation and does not make any financial donations or contributions in kind to political parties or institutions.

Our commitment to sustainability is also reflected in our membership of various projects that promote ecologically and socially responsible business practices.

1.4.1. IA

Quehenberger Logistics is a member of the Federation of Austrian Industry (Industrialists' Association - IA)



The Federation of Austrian Industry, or Industrialists' Association (IA) for short, sees itself both as an interest group at Austrian and European level and as a service organisation for its approximately 5,000 members. Unlike the chambers, membership is on a voluntary basis.

1.4.2. CNL

Quehenberger Logistics is a member of **CNL** (Council for Sustainable Logistics)



The focus of CNL: CNL's first focus is to develop cooperation with manufacturers of e-vehicles that meet the requirements of CNL members. Services of CNL:

	Benefit
1.	Regular information on the latest developments, innovations and technologies in the sustainable logistics sector.
2.	Preparation of ecological, social, political, legal and economic aspects.
3.	Advice on funding. Details at: http://councilnachhaltigelogistik.at/

1.4.3. EcoVadis

Quehenberger Logistics is a member of EcoVadis
(international platform for CSR ratings)



EcoVadis aims to improve environmental and social practices through the consistent use of global supply chains. EcoVadis operates the first collaborative platform that enables companies to measure sustainability performance across 250 sectors and 185 countries. Companies can manage risks and drive environmental innovation in their global supply chains.

We are subject to an annual assessment by EcoVadis and strive to improve through continuous development. Our customers can get an overview of our company by unlocking the scorecard.

1.4.4. OA

Quehenberger Logistics is a member of the Central Association of Forwarding & Logistics



The Central Association of Forwarding & Logistics is a voluntary interest group for freight forwarders and logistics service providers with a freight forwarding concession. The central association is independent, non-partisan and transport-neutral. The association is a member of the international umbrella organisation FIATA and the European umbrella organisation CLECAT. The central association also represents the interests of its members across borders.

1.4.5. BVL

Quehenberger Logistics is a member of the Federal Logistics Association (BVL) Austria and Germany



For a good four decades, BVL Austria has acted on a voluntary basis as the competence network for the benefit of the growing logistics sector.

As Austria's largest network for logistics professionals, BVL makes a significant contribution to the further development and practical application of logistics. The aim of the BVL is to provide a neutral platform to ensure an interdisciplinary exchange of experience between practice, science and teaching. The focus is on knowledge transfer and awareness raising for industry concerns.

1.4.6. OCS – Operation Clean Sweep

Quehenberger is part of this programme and is committed to taking measures to minimise plastic waste.



A joint commitment to zero pellet loss: Plastic in the environment is a global problem, especially microplastics, which pollute soils and waterways and threaten wildlife and plant life. This is where Operation Clean Sweep (OCS) comes in, an international initiative aimed at preventing the loss of plastic pellets, flakes, and dust throughout the entire value chain.

2. Materiality

17
PARTNERSHIPS
FOR THE GOALS

The topics identified as relevant were assigned to the three areas of ecology, social affairs and economy and arranged in the materiality matrix according to their importance for Quehenberger Logistics and their impact on society.

There is a continuous dialogue with the stakeholders. This dialogue is used to perceive important trends and developments in society and in the business units - and to take them into account when shaping corporate responsibility.

2.1. Stakeholders

Our stakeholders are all those interested parties who act in the context of our company and thus influence it to a greater or lesser extent. In the joint cooperation of all parties involved, we are personal, direct, passionate about service, loyal and goal-oriented. These characteristics are in line with our brand values. We define the following groups of stakeholders:

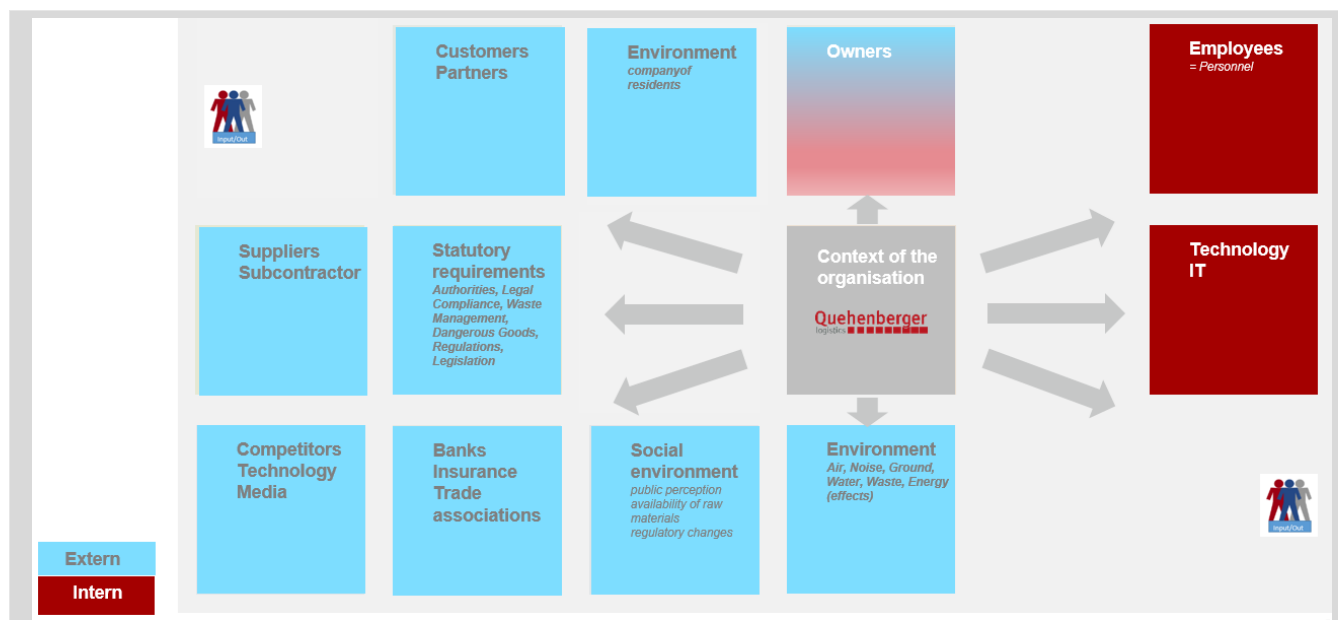


Figure 7 Interested parties of Quehenberger Logistics

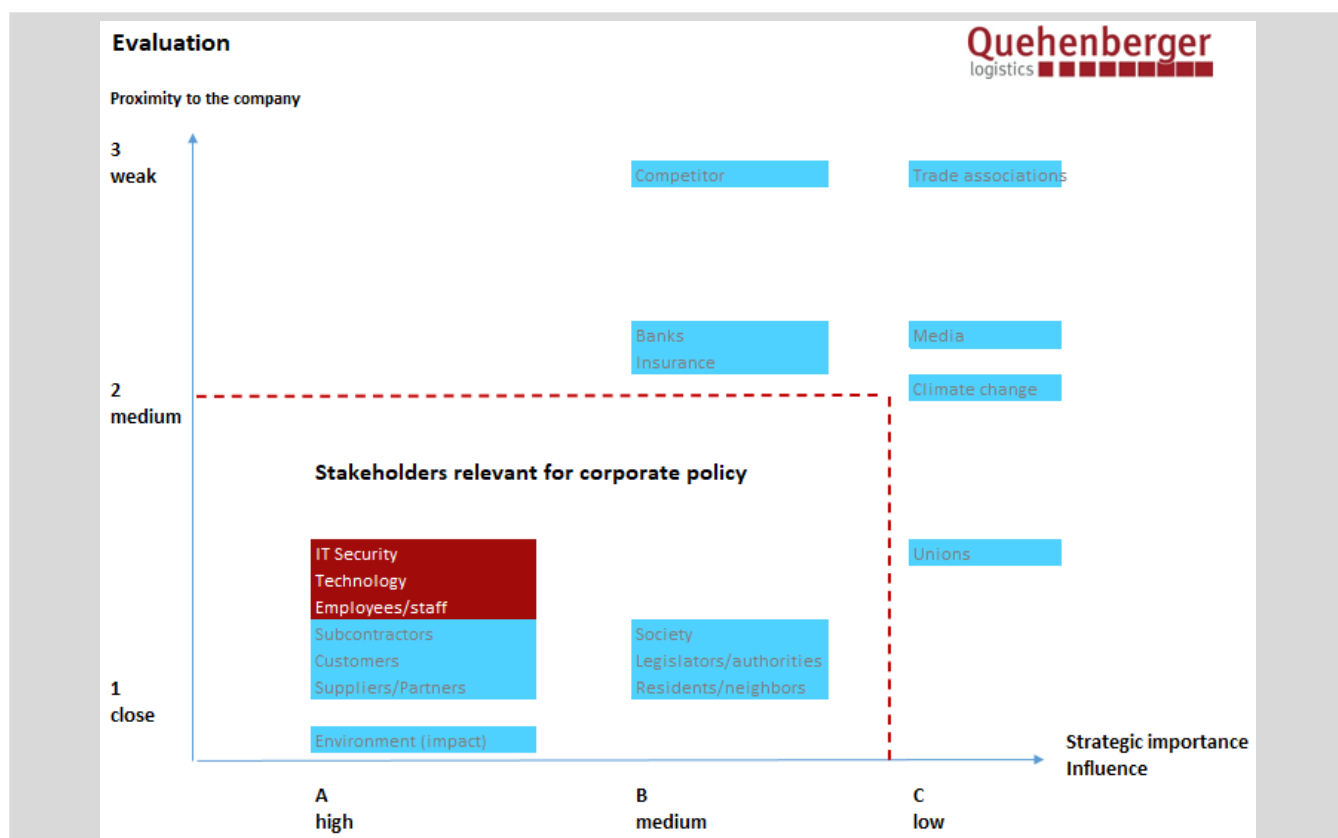


Figure 8 Related parties of strategic importance interested in Quehenberger Logistics

Communication with stakeholders

We use different media as a means of communication.

Employees	Customers
Intranet	Customer magazine
Email-Newsletter	Satisfaction survey
Employee newspaper	Personal conversations
Satisfaction survey	
eLearning	Occupational physician
Personal interviews with all managers	Working committee meeting
Personal interviews with all employees	
Authority Offices	Logistics/forwarding partner
Trade Office: General information	Partner Review Meeting
BH: administrative penal matters	
Building office: construction matters	Public
Tax office: questions / concerns about financial issues	Advertising presence
AMS: recruitment subsidies, calls for tenders	Social Media
Chamber of Commerce: legal information, postings, apprenticeship subsidies	
Chamber of labor: clarification, information, inquiries (amicable termination of apprenticeship contracts)	

Figure 9 Internal and external communication

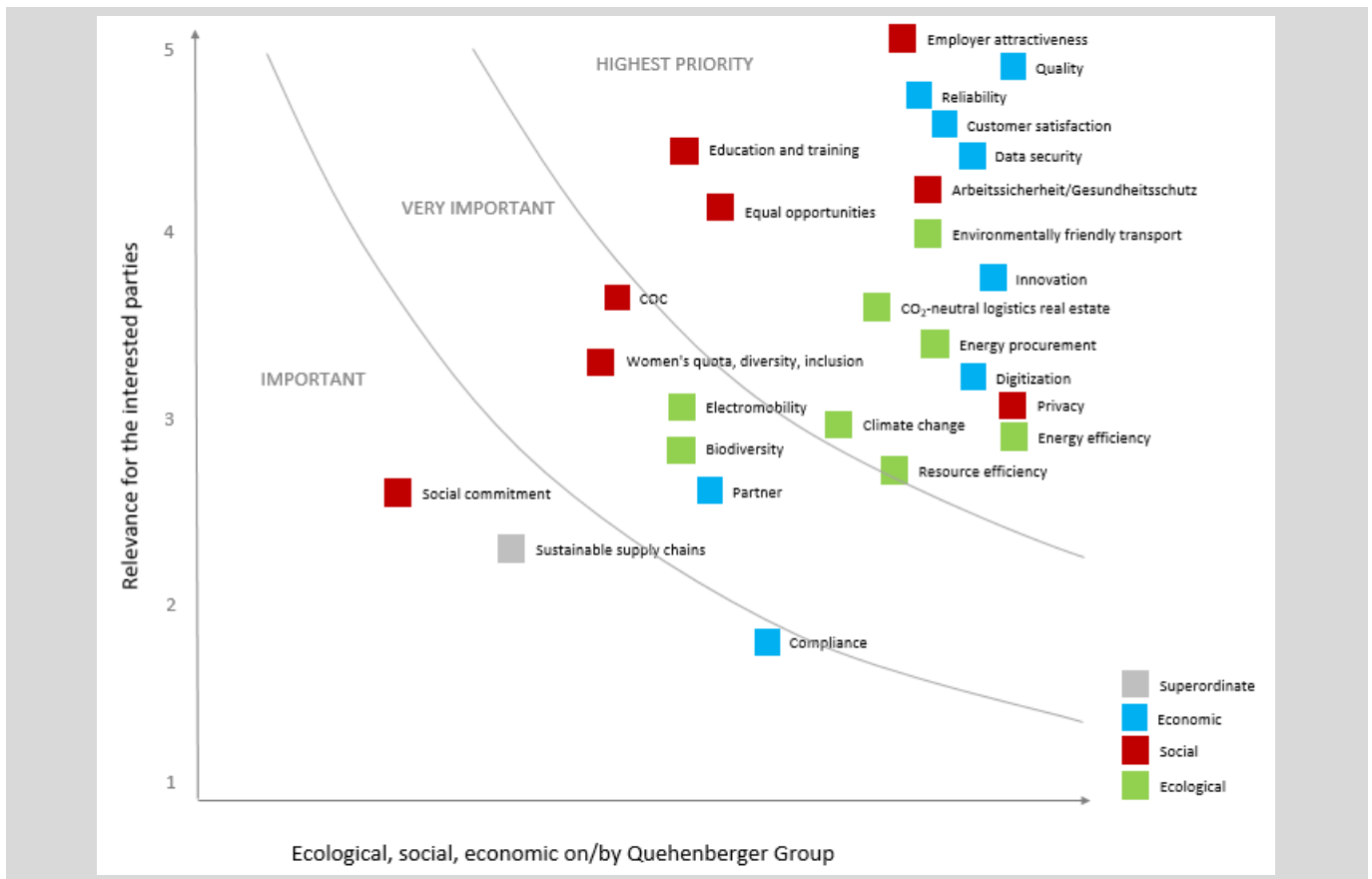


Figure 10 Impact and relevance – materiality

Excerpt from the documentation "Risk matrix - total context and aspects

Ecological	Social	Economic
In the area of ecology, the emission of CO₂, noise and particulate matter is a significant negative aspect, especially in the case of the company's own vehicle fleet. It is therefore very important to Quehenberger to reduce emissions as far as possible. Experts are trained (e.g. dangerous goods safety advisors) and all employees involved are trained in the area of dangerous goods/substances. A continuous improvement process is practised here in the event of deviations. Quehenberger has been environmentally certified according to ISO 14001 since 2001 and is continuously working on reducing emissions. For example, the entire fleet has been converted to the Euro VI standard and regular driver training courses are held in fleet management to promote fuel-efficient driving. Furthermore, investments are being made in alternative drive technologies. Our customers are also offered compensation for transport emissions where these cannot be avoided. The logistics locations are gradually being equipped with energy-efficient technology such as LED conversion or photovoltaic systems.	Another risk is demographic change, which is accompanied by an acute shortage of skilled workers throughout the logistics industry. Through a strong employee orientation and other instruments, Quehenberger tries to retain its employees, which should lead to less fluctuation. Employee orientation, employee development and employer branding are also being continuously expanded. The risk to staff health posed by the coronavirus was addressed early on by setting up the task force. The first warnings were taken very seriously and important steps were already decided on in February 2020. In March 2020, a pandemic plan valid for the entire company was in place and corresponding hygiene regulations were defined. The protective measures were continuously reviewed, regularly adapted to developments and communicated continuously. In this way, planned and consistent action made a decisive contribution to the protection of employees during the pandemic, while at the same time maintaining the smooth running of processes. The task force is rolled out to all thematic areas when necessary, and is considered the central crisis management unit. Diversity plays a big role in an industry with many nationalities. Therefore, the topic of diversity as well as integrity is very important.	Overall economic risks for the Quehenberger Group are industry-related issues such as rising crude oil, fuel and heating oil prices, increased taxes or transport-related levies for transport services. Economic risks are the continuing competitive pressure or a possible recession due to the war in Ukraine. The supply bottlenecks for central preliminary products in industry have also had an impact on the logistics sector. There were fluctuations in volumes, especially in the automotive logistics sector. The overall long delivery times could also make business operations difficult in future. Sanctions against Russia and the war between Russia and Ukraine. Increasing danger of a blackout, which, depending on its length, would result in a corresponding threat to operations.



Continuous risk controlling and a risk-based approach tailored to the company are important for the early identification of potential hazards.

The responsible managers of the business units are regularly informed about identified risks and the defined measures. A special focus is placed on such risks that result from strategic decisions and could endanger the company's existence.

This also requires making the workforce aware through training, information, example by managers, etc.

It is also of utmost importance that the business activity does not pose any risks to people, the environment or society.

3.1. Targets for the reduction of the corp. carbon footprint (CCF)

Quehenberger Logistics has set itself the goal of being climate-neutral by the year 2040. In the medium term, the company aims to reduce a total of 65% of CO₂ emissions from the 2022 base year by 2030.

In addition to the defined goals in the areas of **ecology**, **social** and **economy**, Quehenberger prioritises **ecological** goals as follows:

ENVIRONMENTALLY FRIENDLY TRANSPORT

Increase the share of alternative drive systems in the truck fleet and in international transport.

CO₂-NEUTRAL LOGISTICS REAL ESTATE

Build new buildings (owned) in a CO₂-neutral or climate-positive way.
Conversion to LED lighting in existing properties.
Expansion of photovoltaic systems.

RESOURCE EFFICIENCY

Conscious use of resources through sustainable procurement.

Decarbonisation target from 2022 (100%) to 2040 (0%)

Scope 1 and Scope 2

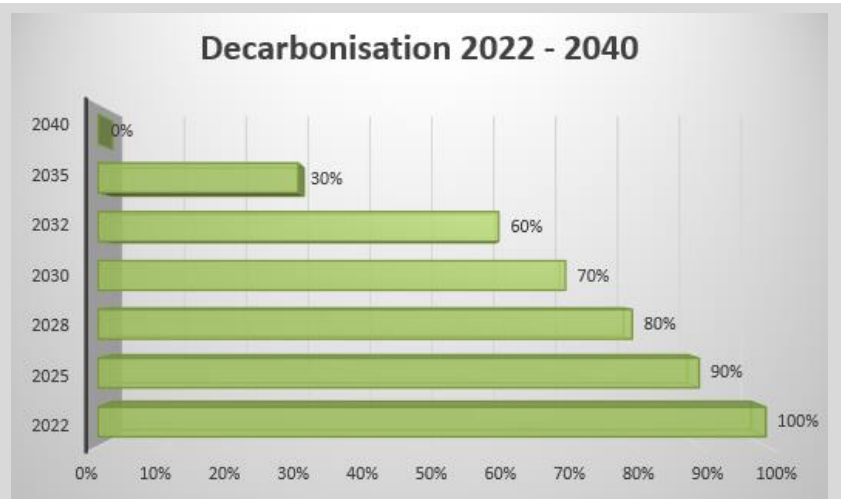


Figure 11 Emissions and decarbonisation by 2040



Source: United Nations Department of Global Communications

INCREASED USE OF ALTERNATIVE DRIVE TECHNOLOGY		DIESEL REDUCTION IN THEIR OWN TRUCK FLEET
Increase in alternative drive engines on a 2025 basis		Reduce diesel consumption in own truck fleet by 2% per cent (l/100 km) based on 2025
Our own filling stations are supplied with 3 million litres of HVO fuel, thereby reducing CO ₂ emissions by 5% compared to the previous year (corresponds to a reduction of approx. 30% compared to the use of fossil fuels).		
INCREASING ENERGY EFFICIENCY		USE OF A HIGHER SHARE OF EURO VI SUBCONTRACTORS
Implementation of energy efficiency measures in the branches		Increase of the Euro VI share to 95% on the basis of 2025

3.2. Environmental indicators: climate-relevant direct GHG emissions scope 1

3.2.1. Explanation of scope 1

Scope 1 	Scope 1 emissions are emissions from sources for which Quehenberger Logistics is directly responsible or in direct control. These include emissions from energy sources at the sites, such as natural gas and fuels (oil, wood chips, etc.) coolants , as well as emissions from the operation of boilers and furnaces for which we are responsible or in control. Scope 1 also includes emissions from the company's own vehicle fleet (e.g. cars, trucks, delivery vans, etc.)
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3.2.2. Truck fleet direct CO₂ emissions: Figures and data

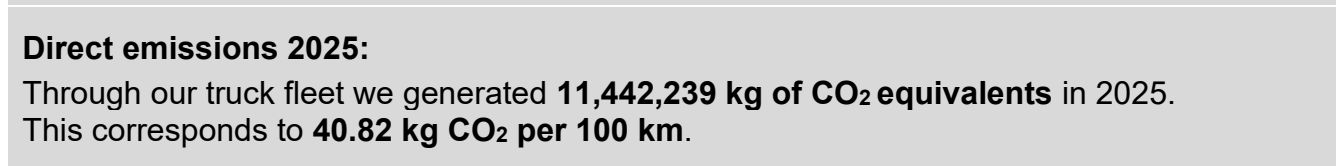
Carbon dioxide is the world's most common greenhouse gas (GHG) released by combustion processes and is therefore a major contributor to global warming. Through measures that are economically and ecologically compatible, we always strive to reduce CO₂ emissions.

Our vehicles are stationed at the two fleet locations in Austria and the Czech Republic. Emissions refer to the emissions generated by these vehicles internationally.

Basis of calculation:	A conventional diesel internal combustion engine emits 2,443 kg of direct CO ₂ equivalent emissions per litre. Biodiesel, on the other hand, only emits 0.033 kg/l (according to the Austrian Federal Environment Agency).
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Fuel consumption (l)	2017	2018	2019	2020	2021	2022	2023	2024	2025
Fossil Diesel	16.578.206	6.386.299	3.329.951	4.972.267	7.605.251	8.420.483	7.707.489	5.700.383	4.646.567
Biodiesel / HVO from 2023	-	12.131.811	10.748.314	3.486.567			12.250	2.185.966	3.170.177
Total Fuel consumption (l)	16.578.206	18.518.110	14.078.265	8.458.834	7.605.251	8.420.483	7.719.739	7.886.349	7.816.744
Driven km			33.346.858	22.355.897	25.404.253	29.327.130	27.516.797	28.293.220	28.029.593
l / 100 km			42,22	37,84	29,94	28,71	28,05	27,87	27,89
Direct GHG emissions	2017	2018	2019	2020	2021	2022	2023	2024	2025
Direct GHG emissions (kg / CO ₂)	40.450.823	15.946.524	8.479.775	12.236.928	18.556.812	20.545.977	18.806.677	13.981.071	11.442.239
Direct GHG emissions (kg / 100 km)	-	-	25,43	54,74	73,05	70,06	68,35	49,41	40,82

Figure 12 Direct greenhouse gas emissions of truck fleet in kg of CO₂ equivalents



Savings in direct CO₂ equivalents in 2025 **through the use of the latest technologies: 8.59 kg CO₂ / 100 km**

This corresponds to a reduction of **17.39%**.

**Measure/
Goal 2026:**

By using the latest technologies, we want to achieve a 1% reduction in diesel consumption by 2026.
Furthermore, 11 additional e-trucks will be used in national transport.

3.2.3. Facts and measures

In addition to emissions from combustion in the engine, emissions also arise from the extraction, production and transport of fuels. This year we are also looking at greenhouse gases on a well-to-wheel scale, i.e. from extraction to combustion in the engine. Here we take into account the emissions from the cultivation, production and transport of the biodiesel. In 2025, these total emissions (direct scope 1 and indirect scope 3) from our own truck fleet activities comprised 14,521 tonnes CO₂ (3.2.2./3.4.2.)

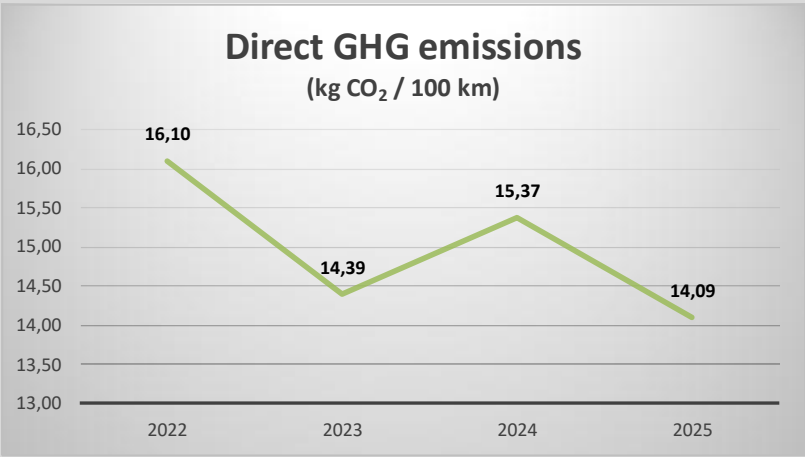
Our vehicles are stationed at the two fleet locations in Austria and the Czech Republic. Emissions refer to the emissions generated by these vehicles internationally.

3.2.4. Company car emissions direct CO₂ equivalents: Figures and data

Basis of calculation:	A conventional diesel internal combustion engine emits 2,443 kg of direct CO ₂ equivalent emissions per litre. (according to the Austrian Federal Environment Agency).
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	2022	2023	2024	2025
Fuel consumption (l)	377.285	368.899	373.523	350.135
Driven km	5.719.015	6.256.580	5.928.937	6.062.350
l / 100 km	6,6	5,9	6,3	5,8
Direct GHG emissions	2022	2023	2024	2025
Direct GHG emissions (kg CO ₂)	920.576	900.114	911.396	854.329
Direct GHG emissions (kg / 100 km)	16,10	14,39	15,37	14,09

Figure 14 Direct greenhouse gas emissions of company cars in kg CO₂ equivalents



Direct emissions 2025:

Through our cars we generated **854,329 kg of CO₂ equivalents**.
This corresponds to **14.09 kg CO₂ per 100 km**.

Figure 15 Direct greenhouse gas emissions of company cars per 100 km in kg CO₂ equivalents

	Measure/ Goal 2026:	The use of additional 7 electric cars are planned for 2026.
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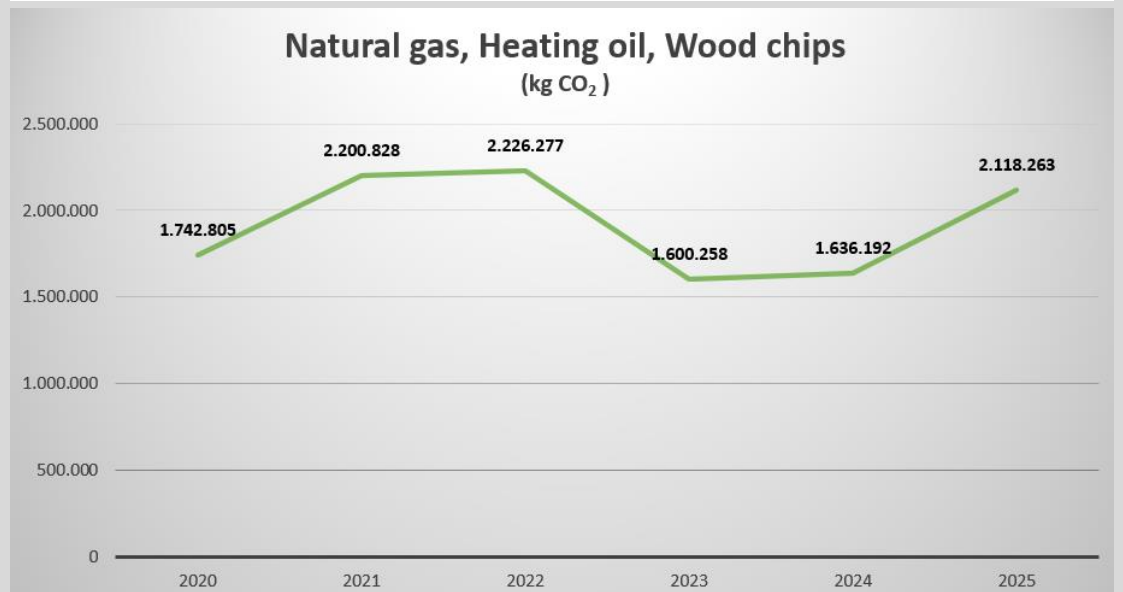
3.2.5. Natural gas, heating oil, wood chips: Figures and data

Basis of calculation: (Austrian Federal Environment Agency)	Natural gas:	[(kWh/kWh per kg) / kg per l] * kg CO ₂ per l
	13.89 kWh/kg	
	0.73 kg/m ³	
	2.72 kg CO ₂ /m ³	
	Heating oil:	(kWh/kWh per kg) / kg per m ³) * kg CO ₂ per m ³
	11.89 kWh/kg	
	0.84 kg/l	
	3.31 kg CO ₂ /l	
	Wood chips:	kWh * 0.45kg CO ₂
	0.45 kg CO ₂ per kWh	

The values were analysed and calculated separately in the individual evaluations based on the reports from the individual branches and energy sources.
In most cases, energy consumption is included in the rental price and can therefore not be fully mapped.



Natural gas, Heating oil, Wood chips	2020	2021	2022	2023	2024	2025
Consumption (kWh)	6.496.884	7.692.980	7.830.877	5.484.299	5.647.536	7.570.511
Surface area (m ²)			779.691	790.618	785.006	628.291
Direct GHG emissions (kg CO ₂)	1.742.805	2.200.828	2.226.277	1.623.588	1.636.192	2.118.263
Direct GHG emissions (kg CO ₂ / m ²)			2,86	2,05	2,08	3,37



Direct emissions 2025:

Through the use of natural gas, heating oil and wood chips we generated **2,118,263 kg of CO₂ equivalents** in 2025.

This corresponds to **3.37 kg CO₂ per m²**.

Figure 16 Natural gas, heating oil and wood chips

Comment on the increase:

- The increase is due to more accurate data collection resulting from the implementation of Salesforce.
- Larger areas that were previously unheated had to be heated due to leasing.
- Air conditioning of a large warehouse due to extreme heat over an extended period.

3.2.6. NO_x emissions: Figures and data

Explanation: Nitrogen oxides NO_x (nitrogen monoxide (NO) and nitrogen dioxide (NO₂) are mainly produced as unwanted by-products during the combustion of combustibles and fuels at high temperature. The biggest polluter by far is traffic.

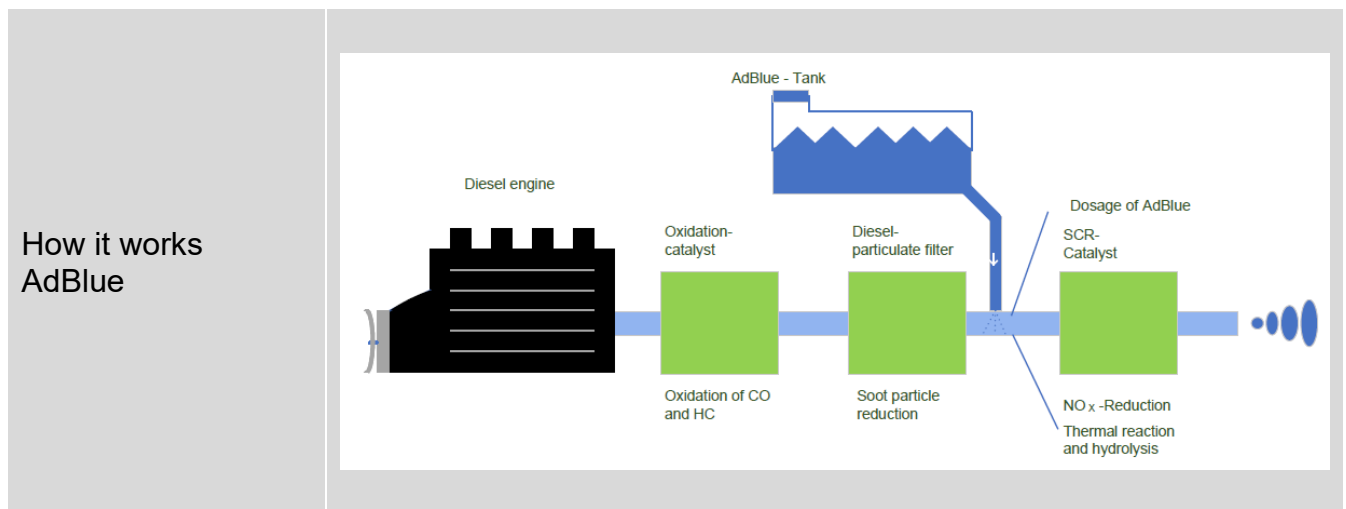


Figure 17 Schematic representation of how AdBlue works

Source: Quehenberger Logistics

AdBlue is carried in an extra tank in the vehicle and injected into the exhaust gas stream. Under the effect of heat, ammonia is produced, which in turn reacts with the nitrogen oxides, which are converted into harmless nitrogen and water vapour in an SCR catalytic converter (SCR = selective catalytic reduction). The reduction in nitrogen emissions is up to 90 per cent.

3.2.7. Facts and measures

In order to keep pollutant emissions as low as possible, we always update the vehicles in our own fleet in Austria and the Czech Republic to the latest state of the art. For this purpose, one third of the fleet is replaced by new vehicles every year. In this way, we guarantee an extremely modern fleet of vehicles in accordance with the latest Euro classes.



The Euro classes define the maximum permissible emission values of air pollutants. Since the introduction of the Euro VI emissions class (2013), special NO_x exhaust gas aftertreatment systems (SCR catalytic converters) have been used on heavy commercial vehicles. The NO_x emissions of the vehicles could thus be massively reduced.

Figure 18 In use of Euro VI

Source: Quehenberger Logistics

Euro Class	2020	2021	2022	2023	2024	2025
Euro VI	0	0	0	25	0	2
Euro VI c	151	117	89	20	30	12
Euro VI d	43	113	107	63	60	39
Euro VI e	0	0	26	124	176	242
Electro				1	8	15
Total	194	230	222	233	274	310

Figure 19 Number of vehicles in own fleet (located only in Austria/Czech Republic) by Euro classes

Over the last five years, we have been able to improve continuously, so that from 2020 to 2025 we have been operating exclusively with vehicles in Euro classes VI.

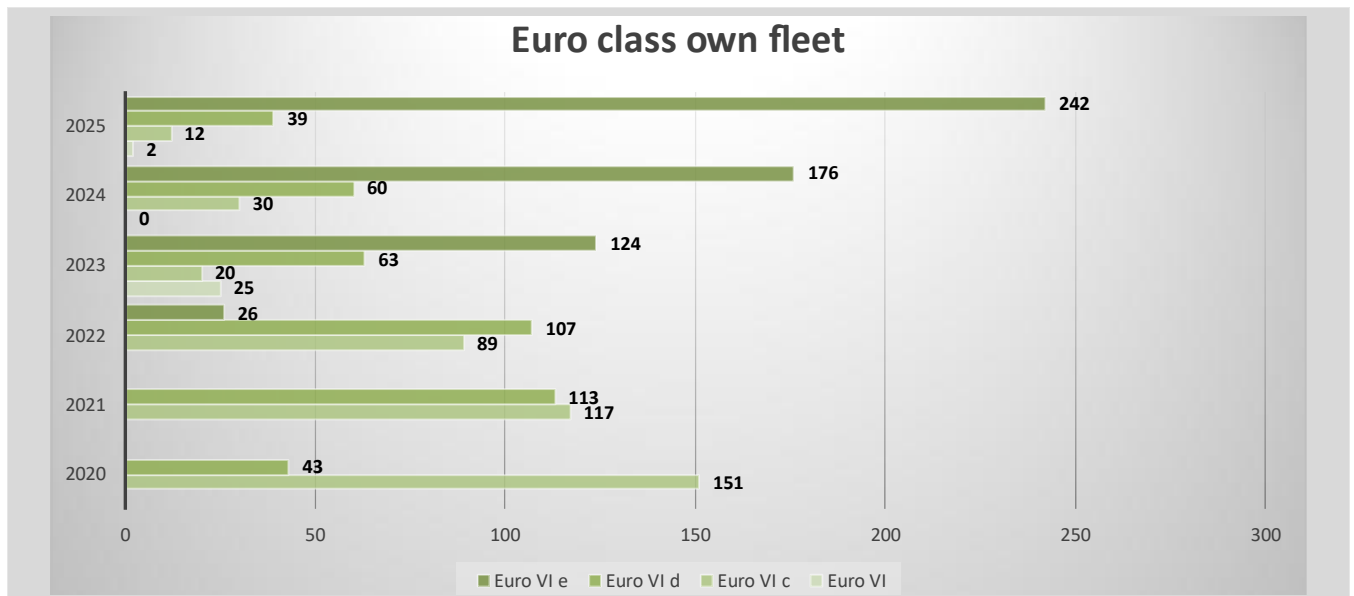


Figure 20 Share of euro class own fleet

Our trucks comply with the latest exhaust emission classes Euro VI c, Euro VI d and VI e

In Europe, certain exhaust emission limits (carbon monoxide (CO), nitrogen oxides (NOx), hydrocarbons (HC) and particulate matter (PM)) are set for motor vehicle exhaust.

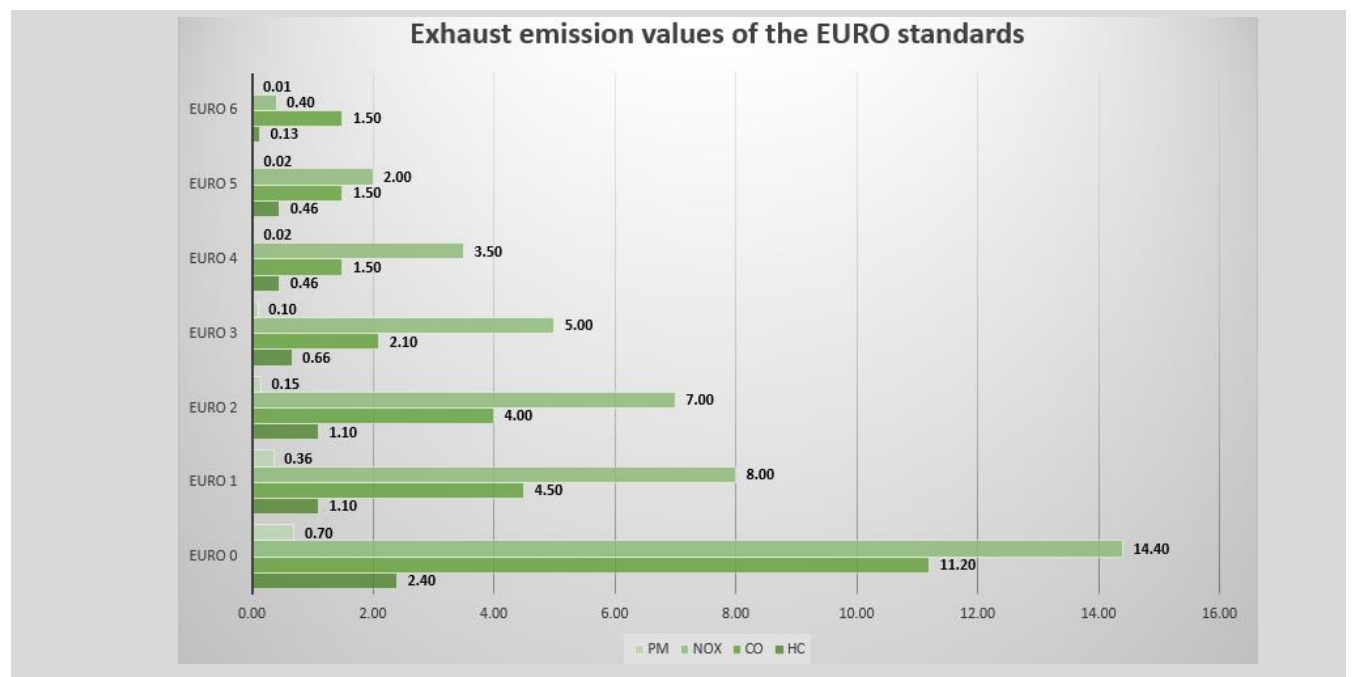


Figure 21 Graphic illustrating the development of the Euro classes and emissions

Data source: kfztech.de

3.2.8. Refrigerant

We replaced the refrigerant in our systems, which resulted in direct Scope 1 emissions in 2025.

The replacement of **6 kg** of refrigerant resulted in **10,644 kg of CO₂** equivalents.

The list of refrigerants is available in the QSE Management department.

3.2.9. Key figures and emission-reducing measures that make a direct contribution to scope 1

The amount of greenhouse gas emissions emitted in CO₂ equivalents is directly related to fuel consumption. The consumption of our vehicles is recorded electronically, which is why we have a very good basis for measurement in this area.

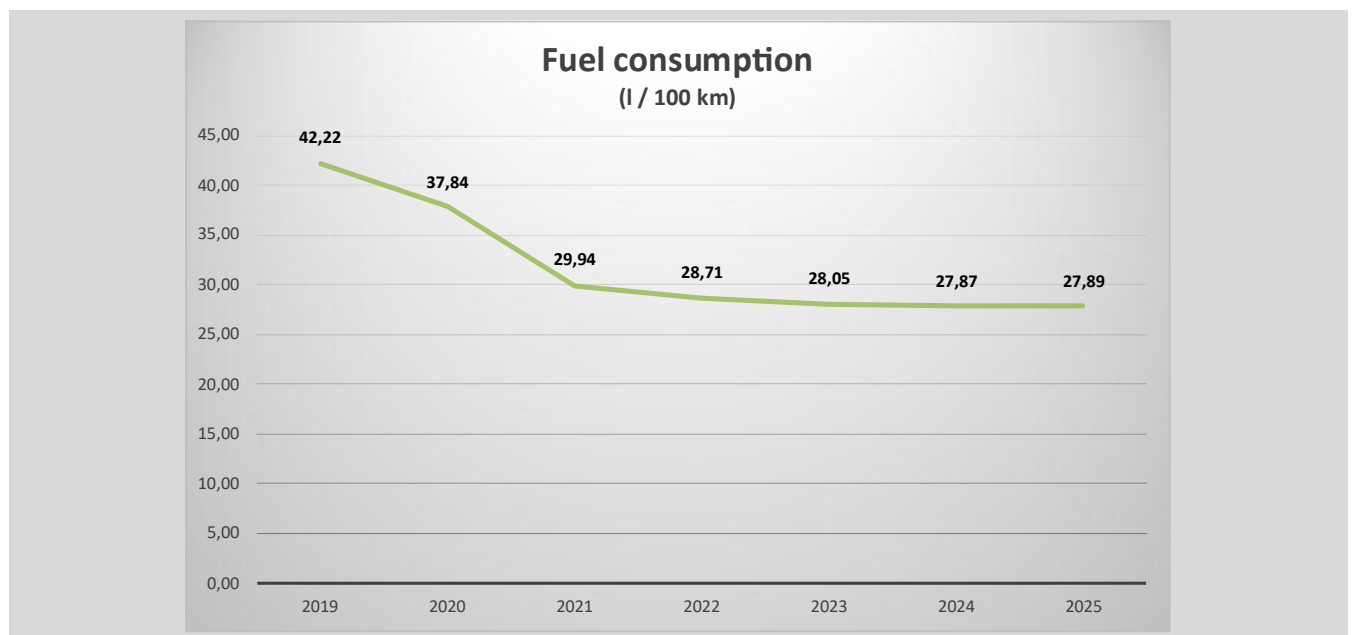
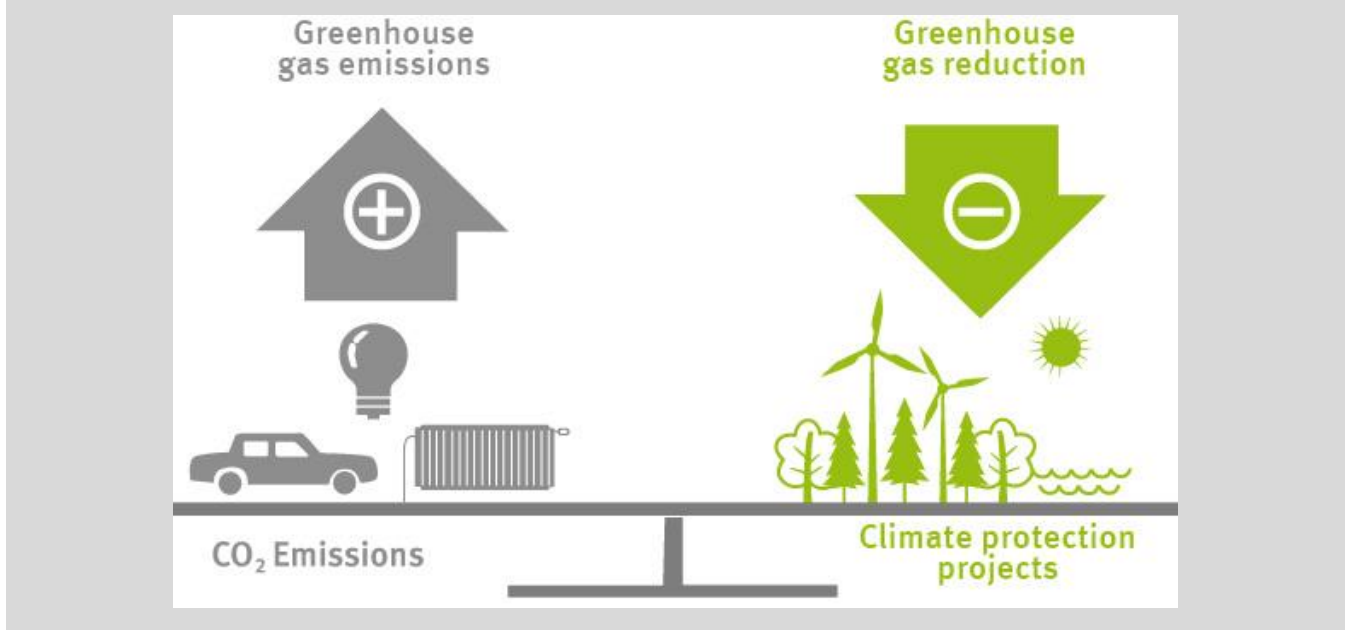


Figure 22 Fuel consumption - km driven by own truck fleet

We also offer transportation options that can be carried out on a climate-neutral basis. Climate protection projects are supported and promoted.



Source: Quehenberger Logistics

One of our **employees** have currently completed a trainer **course** to become EcoDriving **trainers** from climate active and are thus trained fuel-saving experts. In **2025**, we held **59 climate active driver training sessions** in the company to motivate our drivers to drive efficiently.

Driver analysis

In addition, the driving style of our drivers is permanently recorded and analysed so that we can identify potential for improvement in this area. If a deficiency is detected, the internal EcoDriving trainers come into play, providing the drivers with the appropriate know-how to achieve an efficient driving style.

The driving behaviour is assessed with regard to fuel consumption and braking behaviour. Weight and route conditions are taken into account in the analysis. An automatic fuel analysis is carried out:

Total consumption	Driving consumption	Standstill consumption
AdBlue consumption	CO ₂ emissions	

Awareness-raising leads to an increase in competence.

The rating is on a scale from 0% (bad) to 100% (very good). The average score in 2025 was 89%.

Air filter cleaning

With our own cleaning machine for air filters, we clean them after every 100,000 kilometres driven. Clean air filters extend engine life and lead to lower fuel consumption.

Tire treads/wear

We replace our tires within the permitted scope in our own workshop. On the one hand, reprofiling extends the service life of the tires and, on the other hand, reduces rolling resistance, which has a minimising effect on fuel consumption.

The increasing wear on truck tires is counteracted by the measure Ecotraining drivers.

Truck tire wear	2018	2019	2020	2021	2022	2023	2024	2025
Quantity Tires	2.103	1.705	1.404	1.347	1.262	1.265	1.171	1.583
Quantity Truck	379	240	194	230	222	233	274	310
Wear (pcs/Truck)	5,55	7,10	7,24	5,86	5,68	5,43	4,27	5,11
Difference (%)		28%	2%	-19%	-3%	-4%	-21%	19%



Figure 24 Truck tire wear

Semi-automatic gearboxes

Our trucks are semi-automatic, so that the engine is always kept in the optimal speed range. This increases the economic efficiency with lower fuel consumption at the same time.

Tyre pressure monitoring

We measure the tyre pressure after every 50,000 km driven. Optimum tyre pressure reduces fuel consumption.

Speed limit

Since 2020, we have limited the speed of our internationally deployed trucks to a maximum of 84 km/h. In this way, we reduce CO₂ emissions in the long term.

Goods handling in our HUBs

We are always looking to consolidate orders in our HUBs to achieve optimal utilisation of our loading capacities. Partial loads are collected by Quehenberger throughout Europe in our HUBs and efficiently delivered depending on the destination. This is our proposed solution to short transit times as well as to reduce emissions and our understanding of environmental protection.

Reduction of empty runs

With regard to empty runs, we set ourselves high reduction targets, as these do not make sense from either an ecological or an economic point of view.

The share of empty runs is 12,57%, which we achieve through optimal coordination between our dispatchers and drivers.



Goal 2026:

13%

3.2.10. Power generation from own plants (photovoltaics)

Basis of calculation:	0.191 kg CO ₂ /kWh Formula: kWh * kg CO ₂ /kWh
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7 AFFORDABLE AND CLEAN ENERGY 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	2024	Overall performance (kWh)	Own consumption (kWh)	Energy feed (kWh)	Savings (kg CO ₂)
	Eberstalzell	452.051	324.554	127.497	86.342
	Strasswalchen	164.107	96.475	67.632	31.344
	Bachstraße	89.171	59.462	29.709	17.032
					134.718
	2025	Overall performance (kWh)	Own consumption (kWh)	Energy feed (kWh)	Savings (kg CO ₂)
	Eberstalzell	390.404	238.153	152.251	74.567
	Strasswalchen	168.179	88.940	79.239	32.122
	Bachstraße	92.041	57.836	34.205	17.580
					124.269

Figure 25 Records of photovoltaic system performance

Savings 2025:

Our photovoltaic systems in Eberstalzell, Strasswalchen and Bachstraße enabled us to save **124,269 kg of CO₂ equivalents** in 2025.

	Measure/ Goal 2026:	Test procedures for further PV systems are in progress.
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3.3. Ecological indicators: climate-relevant indirect emissions scope 2

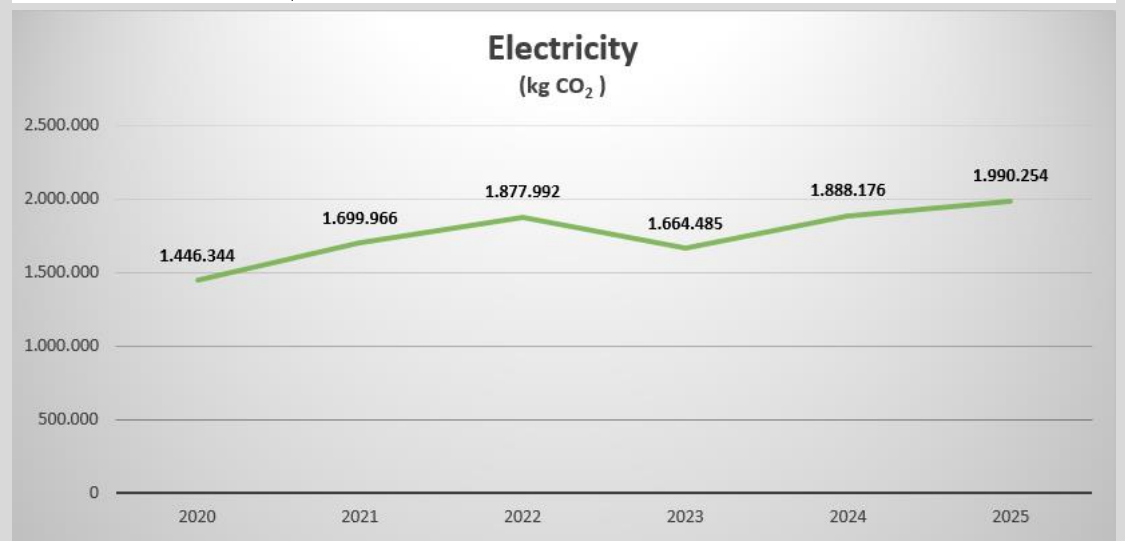
3.3.1. Explanation of scope 2

Scope 2  	Scope 2 emissions are indirect greenhouse gas emissions from purchased energy, such as electricity, steam, district heating or cooling, which are generated outside our own system boundaries but consumed by our company. For example, electricity purchased by a utility is generated outside, so the resulting emissions are considered indirect emissions. If we generate energy ourselves from sources for which we are responsible or control, the associated emissions are considered direct scope 1 emissions. The same applies to companies such as electricity suppliers or providers that have their own power generation facilities and feed all the electricity they generate into the local grid. The greenhouse gas emissions from these facilities are recorded under scope 1 emissions. In summary, scope 2 only includes indirect emissions that result from the generation of purchased energy. Other emissions from the production and processing of upstream fuels or the distribution of energy in a network are included under scope 3.
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3.3.2. Energy consumption electricity in general: Figures and data

Basis of calculation:	0.202 kg CO ₂ /kWh Formula: kWh * kg CO ₂ /kWh
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Electricity	2020	2021	2022	2023	2024	2025
Consumption (kWh)	7.160.117	8.415.676	9.296.990	8.240.023	9.347.405	9.852.742
Surface area (m ²)			779.691	790.618	785.006	628.291
Indirect GHG emissions (kg CO ₂)	1.446.344	1.699.966	1.877.992	1.664.485	1.888.176	1.990.254
Indirect GHG emissions (kg CO ₂ / m ²)			2,41	2,11	2,41	3,17



Indirect emissions 2025:

Through the electricity we generated **1,990,254 kg of CO₂ equivalents** in 2025.

This corresponds to **3.17 kg CO₂ per m²**.

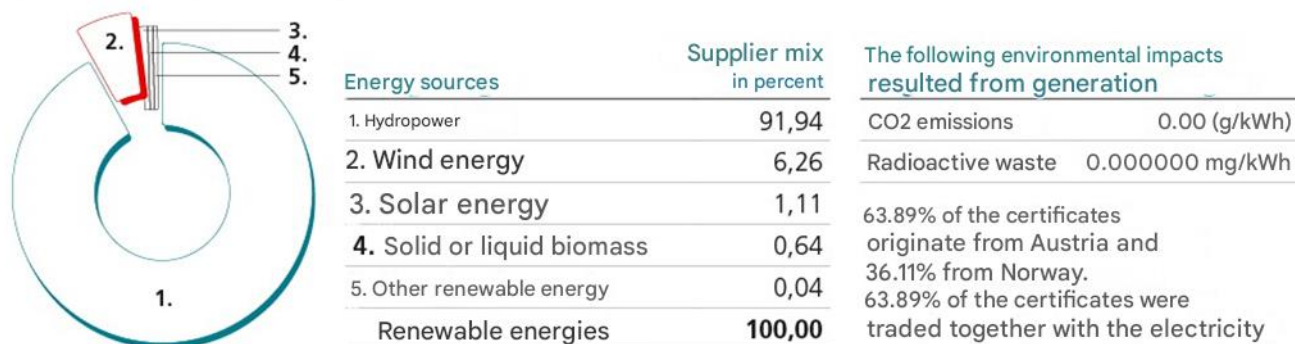
Figure 26 Electricity consumption key figures for Quehenberger Logistics

Comments on the increase:

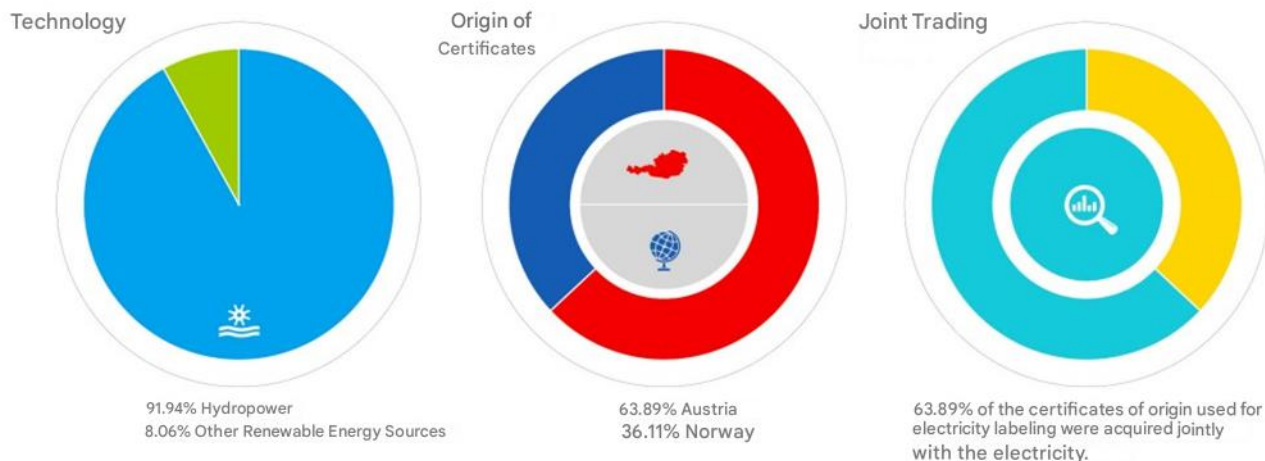
- The increase is due to more accurate data collection resulting from the implementation of Salesforce.
- Installation of air conditioning in a large warehouse due to prolonged periods of extreme heat.

We place particular emphasis on the use of renewable energies. On the one hand, we have our own photovoltaic systems in Strasswalchen, Bachstraße and Eberstalzell. Secondly, the electricity we purchase in Austria is 100% renewable. No emissions are produced during the generation of our electricity.

pursuant to Section 78 Paragraphs 1 and 2 of the Electricity Industry Act 2010 and the Electricity Labeling Ordinance 2022 (KenV 2022) for the period from January 1, 2024 to December 31, 2024



Supplier Mix 01-2024 to 12-2024 Salzburg AG for Energy, Transport and Telecommunications



The complete electricity labeling for your energy supply can be found at:
<https://www.salzburg-ag.at/strom/privat/stromprodukte.html>

Verified by E-Control

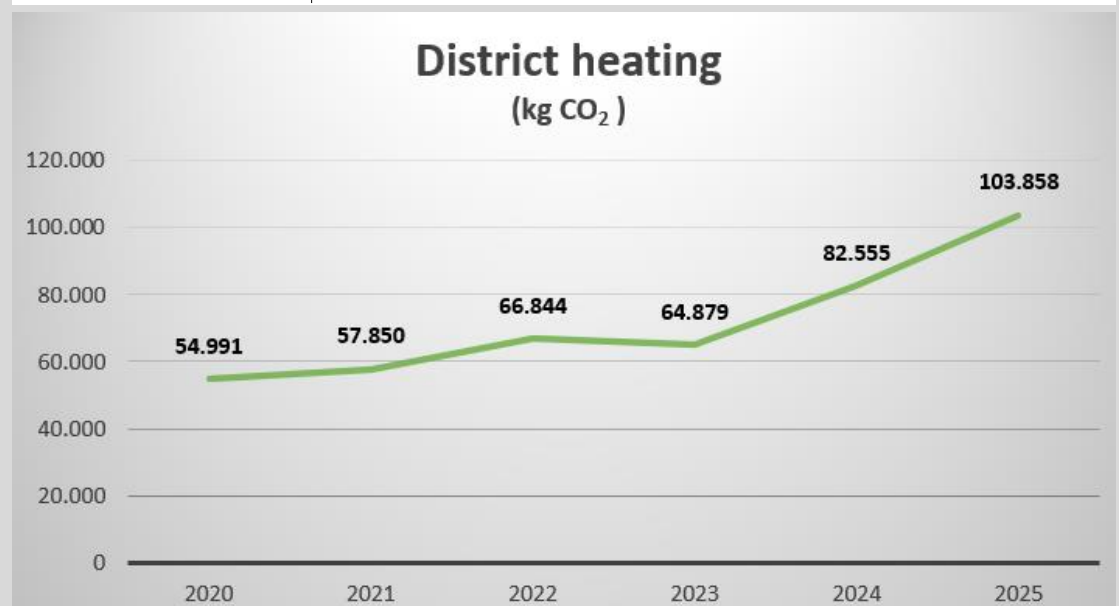
Source: Salzburg AG

3.3.3. Energy consumption district heating: Figures and data

Basis of calculation:

0.191 kg CO₂/kWhFormula: kWh * kg CO₂/kWh

District heating	2020	2021	2022	2023	2024	2025
Consumption (kWh)	287.909	302.882	349.967	339.681	432.223	543.758
Surface area (m ²)			12.811	12.811	12.811	12.811
Indirect GHG emissions (kg CO ₂)	54.991	57.850	66.844	64.879	82.555	103.858
Indirect GHG emissions (kg CO ₂ / m ²)			5,22	5,06	6,44	8,11



Indirect emissions 2025:

Through the use of district heating we generated **103,858 kg an CO₂ equivalents** in 2025.

This corresponds to **8.11 kg CO₂ per m²**.

Figure 28 District heating key figures for Quehenberger Logistics

The electricity consumption through the use of the e-cars since registration of the vehicles in 2025 is as follows:

	Electricity consumption	for e-vehicles (passenger car) 77,800.53 kWh = 15,716 kg CO₂ equivalents per vehicle 628.64 kg CO₂
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The following charging stations were in use in 2025:	
2025	8 truck and 18 car charging points
Measure/Goal 2026:	The goal for 2026 is to install 2 more charging points

We see great potential in electrically powered mobility, especially for city logistics, and therefore wish to contribute towards shaping this technology from the very beginning. To this end, we started the e-mobility project in 2018 by using an e-truck from MAN for our tours in cooperation with the CNL. This was returned to MAN in December 2021. We are part of a pioneering research project and proud to contribute with our practical know-how.



Source: Quehenberger MAN

In 2025, we had 3 MAN ETGE 3.5 tonnes electric Sprinter vans in use.



Source: Quehenberger MAN

Key data of the sprinters:

MAN ETGE panel van

3.5 tonnes

Inner city delivery from 04:30 am

10.7 m³ interior

Small pallets and packages, hanging goods

Ø daily mileage 60 – 80 km

	Driven Kilometres	Ø Consumption Diesel vehicle	Saving	CO ₂ -output	Savings
3 Sprinters	25,689 km	9.71 l/100 km	2,494 l	257 g/km	6,602 kg CO₂

Figure 30 Sprinter key data and savings

As well as 15 E-truck



Source: Quehenberger Logistics

Key data e-truck:

Example: Volvo FM 300 6x2 E-truck

Performance: 400 kW (equivalent to 544 hp)

26 tonnes max. permissible total weight

14.8 tonnes highest permissible payload

18 Euro Pallet loading capacity

	Driven Kilometres	Ø Consumption Diesel vehicle	Saving	CO ₂ -output	Savings
15 Trucks	187,027 km	27.89l/100 km	52,162 l	743 g/km	138,961 kg CO₂

Figure 31 Key data on e-trucks and savings

In 2025, we replaced or used 7 more diesel vehicles with electric cars.

The values were calculated based on the new registrations and the diesel vehicles taken out of circulation.



Source: Quehenberger Logistics

Key data e-car 2025:					
4 pcs. VW ID 4		11 pcs. VW ID 3		6 pcs. AUDI E-TRON	
3 pcs Mercedes Benz				4 pcs Skoda	
	Driven Kilometres	Ø Consumption Diesel vehicle	Saving	CO ₂ -output	Savings
28 cars	412.954 km	5.8 l/100 km	23,951 l	106 – 132 g/km	49,142 kg CO ₂

Figure 32 Key data E-car

The use of e-vehicles resulted in a **total saving of 194,705 kg of CO₂ in 2025.**

	Measure/ Goal 2026:	Planned savings by exchanging 7 cars (fossil fuels) for e-cars, 11 additional e-trucks Total: 114,191 kg CO₂
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Due to the size of the company, we are subject to the Energy Efficiency Act in Austria as an energy consumer, which requires an energy audit every four years. This includes measures to increase efficiency, which we report to the energy monitoring office in Vienna. Within this, the following areas are considered: Buildings (~1% of energy consumption), processes (0%, as we are a DL company and do not operate any production facilities), transport (~99% due to fuel consumption).

These include, among others:

Renewal of 1/3 of the truck fleet
Driver training by EcoDriving trainers: In 2025, 59 trainings were conducted
LED lighting for new buildings and repairs
Installation of additional charging stations
Further procurement of electric vehicles

3.4. Ecological key figures: climate-relevant emissions scope 3

3.4.1. Explanation of scope 3

Scope 3  	Scope 3 includes all indirect emissions that occur along our value chain. In order to clearly distinguish between scope 2 and scope 3, the US Environmental Protection Agency (EPA) describes scope 3 emissions as "the result of activities from facilities that are not owned or controlled by your company, but your company directly influences those activities within its own value chain". Although these emissions are not controlled by our company, they may well account for the largest share of our greenhouse gas emissions. Various values are already monitored via the indirect environmental aspects (ISO 14001) and the context analysis. Based on the financial transactions of the reporting company, the GHG Protocol distinguishes between upstream and downstream emissions for scope 3 emissions: Upstream emissions include the indirect greenhouse gas emissions within a company's value chain that are related to purchased goods (tangible goods) and services (intangible goods). Downstream emissions are the indirect greenhouse gas emissions within a company's value chain that are associated with its sold goods and services and occur after they have left the ownership or control of the company concerned.
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3.4.2. Own fleet Well-to-Wheel - indirect CO₂ emissions: Figures and data

In addition to emissions from combustion in the engine, emissions also arise from the extraction, production and transport of fuels. This year we are also looking at greenhouse gases on a well-to-wheel scale, i.e. from extraction to combustion in the engine. Here we take into account the emissions from the cultivation, production and transport of the biodiesel.

Basis of calculation:

A conventional diesel internal combustion engine emits 0.64 kg of direct CO₂ equivalent emissions per litre. Biodiesel, on the other hand, only emits 0.033 kg/l (according to the Austrian Federal Environment Agency).

Fuel consumption (l)	2017	2018	2019	2020	2021	2022	2023	2024	2025
Fossil Diesel	16.578.206	6.386.299	3.329.951	4.972.267	7.605.251	8.420.483	7.707.489	5.700.383	4.646.567
Biodiesel	-	12.131.811	10.748.314	3.486.567			12.250	2.185.966	3.170.177
Total Fuel consumption (l)	16.578.206	18.518.110	14.078.265	8.458.834	7.605.251	8.420.483	7.719.739	7.886.349	7.816.744
Driven km			33.346.858	22.355.897	25.404.253	29.327.130	27.516.797	28.293.220	28.029.593
l / 100 km			42,22	37,84	29,94	28,71	28,05	27,87	27,89
Indirect GHG emissions	2017	2018	2019	2020	2021	2022	2023	2024	2025
Indirect GHG emissions (kg CO ₂)	10.610.052	4.087.231	2.131.169	3.182.251	4.867.361	5.389.109	4.933.197	3.720.382	3.078.419
Indirect GHG emissions (kg / 100 km)	-	-	6,39	14,23	19,16	18,38	17,93	13,15	10,98

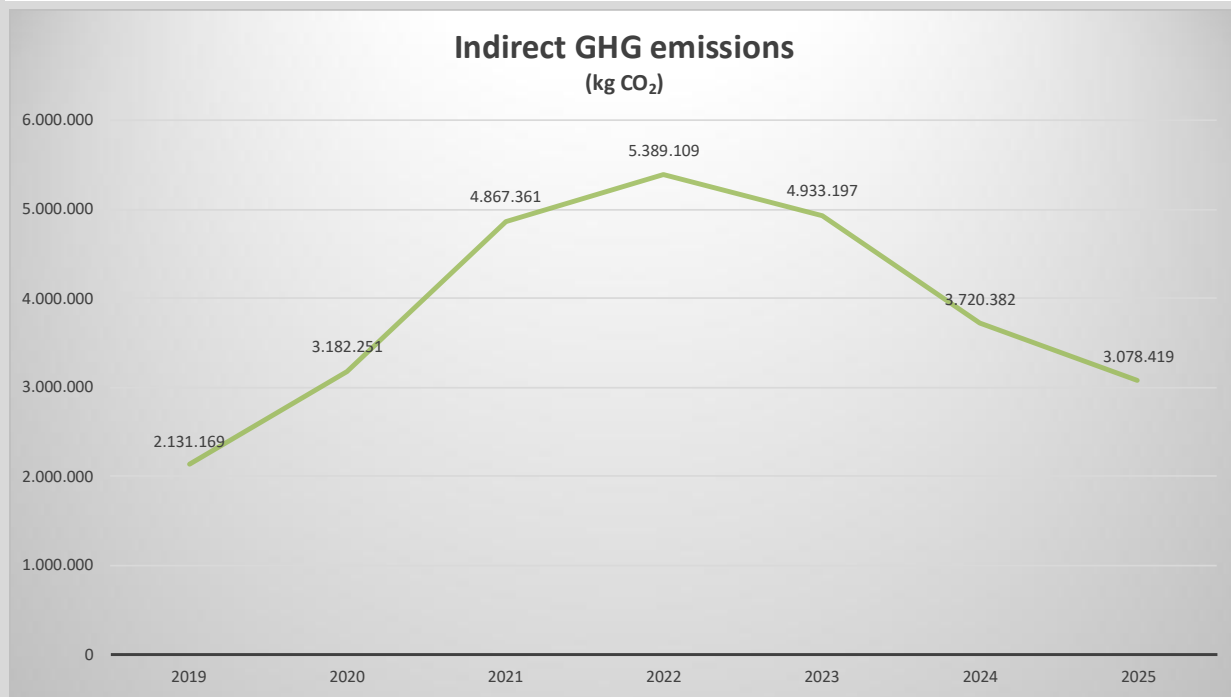
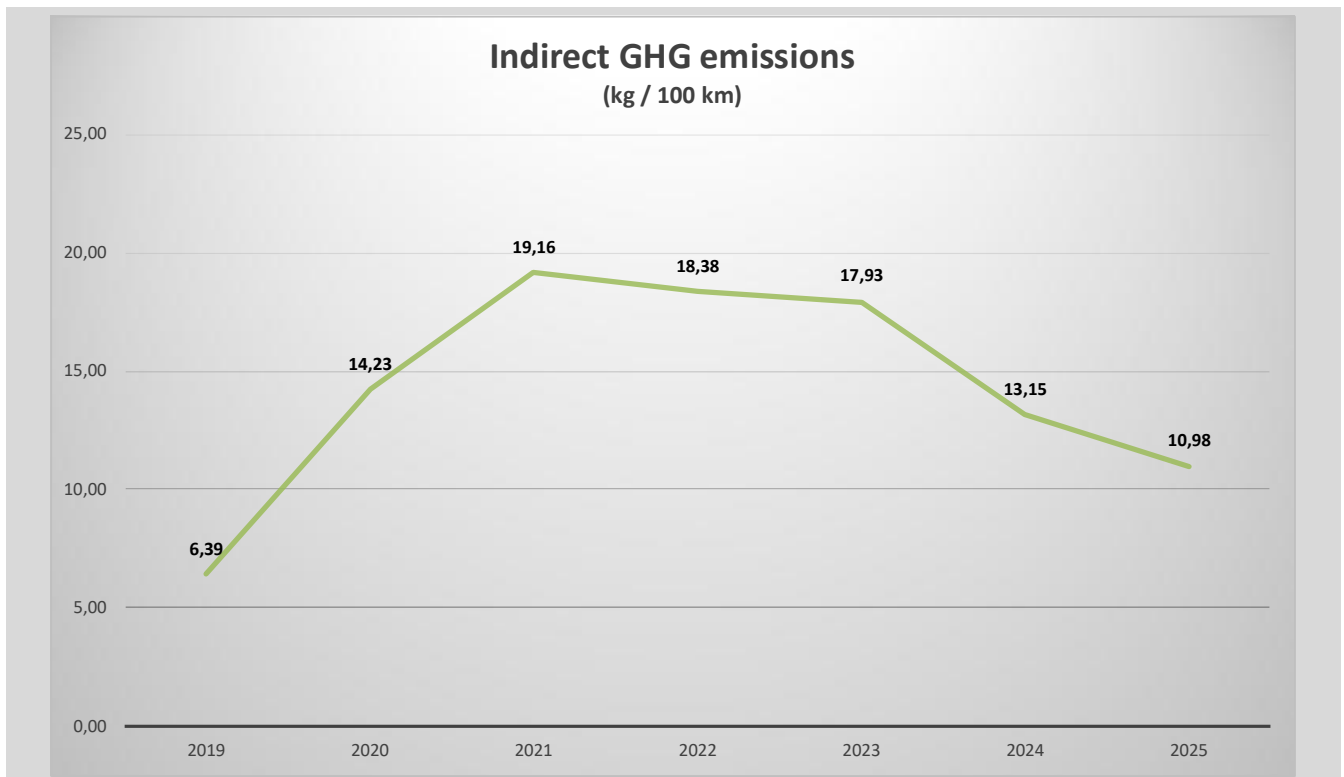


Figure 33 Indirect greenhouse gas emissions from the truck fleet in kg of CO₂ equivalents



Indirect emissions 2025:

Through our truck fleet we generated **3,078,419 kg of CO₂ equivalents** in 2025.

This corresponds to **10.98 kg CO₂ per 100 km**.

Figure 34 Indirect greenhouse gas emissions from the truck fleet per 100 km in kg CO₂ equivalents

Savings in indirect CO₂ equivalents in 2025 through the use of the latest technologies:
2.17 kg CO₂ / 100 km

This corresponds to a reduction of **16.50%**.

3.4.3. Company cars - indirect CO₂ emissions: Figures and data

Basis of calculation:	A conventional diesel internal combustion engine emits 0.64 kg of direct CO ₂ equivalent emissions per litre (according to the Austrian Federal Environment Agency).
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	2022	2023	2024	2025
Fuel consumption (l)	377.285	368.899	373.523	350.135
Driven km	5.719.015	6.256.580	5.928.937	6.062.350
l / 100 km	6,6	5,9	6,3	5,8
Indirect GHG emissions	2022	2023	2024	2025
Indirect GHG emissions (kg CO ₂)	241.463	236.095	239.055	224.086
Indirect GHG emissions (kg / 100 km)	4,22	3,77	4,03	3,70

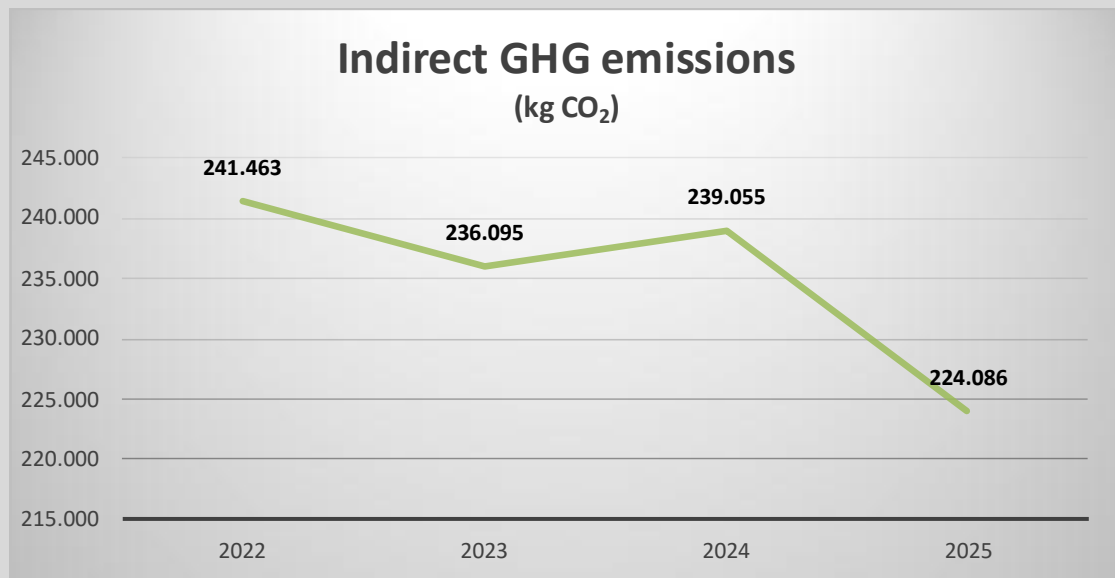
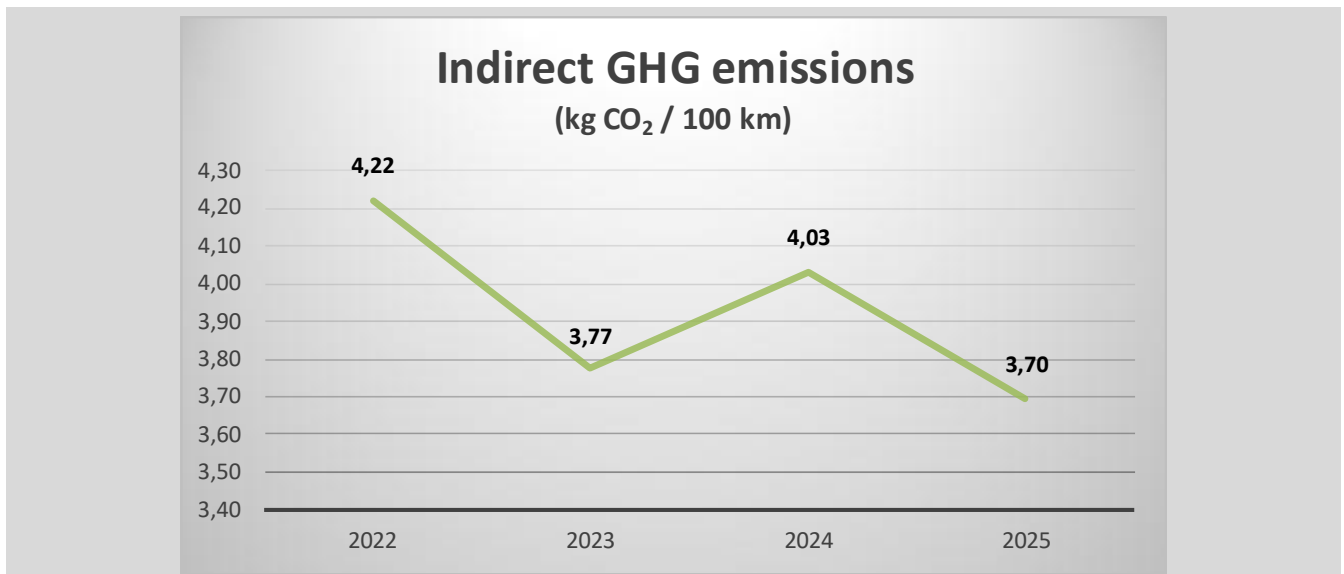


Figure 35 Indirect greenhouse gas emissions from company cars in kg of CO₂ equivalents



Indirect emissions 2025:

Through our company cars we generated **224,086 kg of CO₂ equivalents** in 2025.

This corresponds to **3.7 kg CO₂ per 100 km**.

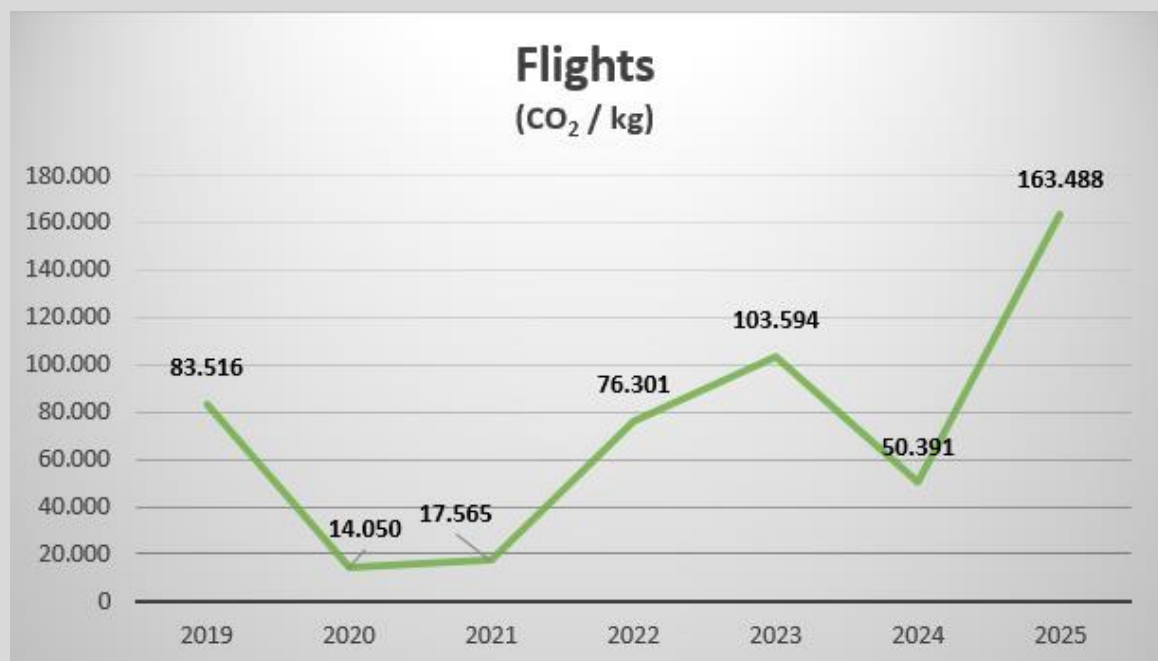
Figure 36 Indirect greenhouse gas emissions from company cars per 100 km in kg of CO₂ equivalents

3.4.4. Air travel

Air travel is used to cover longer distances within a reasonable period of time. These are only necessary journeys to and from business appointments and are therefore shown in Scope 3. Where possible, the company car or train is used. Business trips are also replaced by team meetings where possible.

Basis of calculation: Ticket Data, BCD Travel

Flight Records	2019	2020	2021	2022	2023	2024	2025
km	351.296	59.909	79.661	293.790	519.798	255.445	520.090
mi	218.286	37.226	49.499	182.553	322.988	148.810	324.320
CO ₂ /kg	83.516	14.050	17.565	76.301	103.594	50.391	163.488



In 2025, we travelled a distance of **520,090 kilometres**.

This corresponds to a CO₂ equivalent of **163,488 kg**.

Figure 37 Flight data CO₂ and km

3.5. Other ecological key figures: Environmental aspects/environmental impacts

Based on an initial identification of environmental aspects, in the course of preparations for the implementation of an environmental management system, the aspects and their impacts are identified according to the business activity.

As changes in business activities, products and services emerge, further assessments are made.

Within the scope of our possibilities, we strive for continuous improvement - this is part of the environmental orientation of our company. It is therefore important to present environmental impacts transparently and to derive concrete goals and measures from them. It is hard to identify improvements without this constant observation of the development of environment-related data and facts.

It is necessary to always go through this process to ensure an improvement that contributes to climate and environmental protection.

We note the impact on the areas.

1	Water
2	Air
3	Land
4	Noise
5	Waste
6	Energy
7	Health
8	Traffic

The basis for the assessment is compliance with the legal provisions, the specifications required by the standard and the formulated environmental goals.

3.5.1. Waste management: Figures and data

Due to the size of the company in Austria, we have a waste management officer and write annual waste management concepts for our Austrian sites. The most relevant waste volumes in the company are generated at our sites. These are located in Austria, Germany and various Eastern European countries.

Waste	2018	2019	2020	2021	2022	2023	2024	2025
Commercial waste	832,4	573,3	586,8	587,4	556,8	565,7	579,4	649,7
Paper / cardboard	905,1	780,4	1046,4	793,0	906,4	767,0	993,6	681,9
Light fraction	143,4	138,9	201,3	138,6	145,3	112,9	104,3	118,7
Total (t)	1880,9	1492,6	1834,5	1518,9	1608,6	1445,6	1677,3	1450,3



Figure 38 Amount of waste

In addition, we record the amount of waste generated in our workshop. Qualified employees work here on the repairs of vehicles and vehicle parts.

Waste repair centre	2020	2021	2022	2023	2024	2025
Waste wood			4,0	11,7	4,7	5,6
Waste oil	9,28	23,42		46,8	0,0	21,7
Used tyres truck	8,4	8,08	7,57	7,59	0	0,0
Used car tyres	3,78	4,88	2,24	1,8	3,4	4,4
FE Scrap			15,05	22,6	11,3	10,4
Aluminium waste			0,87	3,8	2,0	1,0
Oil separator	5,4	5,82	3,56	3,0	11,4	58,7
Sand trap	3,46	5,28	5,8	8,1	6,0	0,0
Other repair centre waste	9,995	17,3	6,7	3,4	7,7	0,6
Total (tonnes)	40,3	64,8	45,8	108,7	46,6	102,3

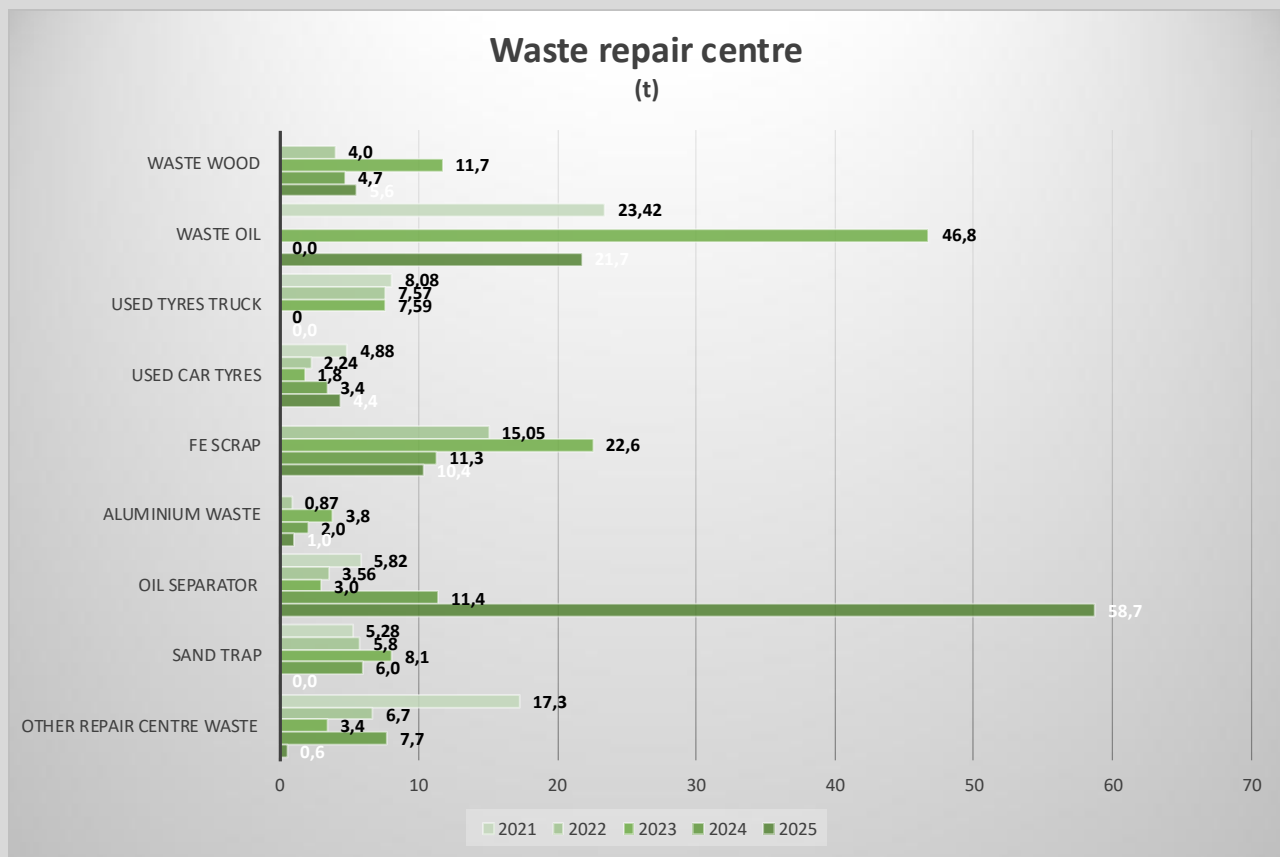


Figure 39 Waste generation at the Strasswalchen repair centre in tons

Explanation

The waste shown in the chart results in a total quantity of 102,3 tons.

This represents an increase of 55,7 tons compared to the previous year.

The increase can be explained by the following facts:

Oil separator: The additional quantity is due to the decommissioning of two separator tanks following their cleaning.

Waste oil: No waste oil was disposed of in the 2024 reporting year, so the total amount collected in 2024 was disposed of at the beginning of 2025.

Used batteries are temporarily stored on the premises in a ventilated room.
Aluminium, ferrous scrap, waste wood, cardboard and paper are recycled.

	Measure/ Goal 2026:	In 2026, we want to achieve a 3% reduction in the proportion of commercial waste by concentrated waste separation and container optimisation in relation to total waste. Excluded from this measure is waste that we cannot influence on behalf of the customer.
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3.5.2. Transport of recyclable materials

In the face of a growing population, increasing consumer behaviour and the associated waste volumes, we see it as a contribution to a sustainably functioning society to also be able to offer our transport service for the area of recyclables transport. **In 2025, 110,000 tons of recyclable materials were transported, the same as the previous year.** When transporting recyclable materials, we take into account all the laws to be complied with, the Waste Shipment Ordinance and the national waste laws.

3.5.3. Disposal and waste treatment

The **waste from the warehouses, transshipment warehouses and the workshop** is collected on our premises and then handed over to the appropriate disposal companies. To ensure that waste treatment complies with the law and is optimal in terms of the individual resources, we work together with the following companies in this area in Austria, for example: Energie AG, Höller Entsorgungs GmbH, Prima Pellets, Schienen- und Stahlhandel GmbH, Fahrzeugbedarf Kotz und Co KG and Reifen-John GmbH und Co KG.

We have also established special measures for our used **toner containers and mobile phones**.

3.5.4. Recycling4Smile

In order to no longer have to throw the empty toner containers of our printers uselessly into residual waste, we support the campaign of the "Rote Nasen" [Red Noses] collection boxes. The containers are collected and made available to the "Rote Nasen" clowndoctors, who collect the toners from our locations. The clowndoctors hand them over to the company Embatex AG, which specialises in the production of toner cartridges using the recycling process. Every recyclable cartridge and toner cartridge means a donation for the "Rote Nasen Clowndoctors". For more information, see: <https://www.rotenasen.at/firmen-und-partner/druckerpatronen-sammeln/#.VriGX9JRHpE>

Concerns all locations in Austria and Slovenia.

3.5.5. Water consumption inclusive truck washing line Strasswalchen

We record the water consumption of our headquarters in Strasswalchen, because we register the highest consumption there due to our truck washing line. Due to the risk of frost in winter, truck washes mainly take place in the warmer months of the year. We therefore recorded a total consumption of 2,208 m³ of water in 2025.

	Water consumption	2023	2024	2025
	Vehicle preparation	72	65	60
	Washing line	1.805	1958	1621
	Repair centre	389	370	527
	Total (m ³)	2.266	2.393	2.208

Figure 40 Water consumption inclusive washing line Strasswalchen

	2024		2025	
	Quantity incident (discharge) (kg)	Amount lost after OCS (kg)	Quantity incident (discharge) (kg)	Amount lost after OCS (kg)
On the recipient's premises	1.589	0,7945	20	0,01
In the warehouse	11,85	0,0005925	9,50	0,000475
During the transport	-	-	1	0,005

Measure/ Goal 2026:	The target for 2026 is 0 kg granulate loss.
----------------------------	---

Copy paper	2019	2020	2021	2022	2023	2024	2025
Total (t)	100,64	85,10	80,80	71,88	74,08	69,41	64,84

**Consumption of copy paper
(t)**

The chart displays the consumption of copy paper in tonnes (t) from 2019 to 2025. The y-axis ranges from 0,00 to 120,00 in increments of 20,00. The x-axis shows the years from 2019 to 2025. The consumption starts at 100,64 t in 2019 and decreases to 64,84 t in 2025, with a slight increase from 2022 to 2023.

Year	Consumption (t)
2019	100,64
2020	85,10
2021	80,80
2022	71,88
2023	74,08
2024	69,41
2025	64,84

	Measure/ Goal 2026:	The aim is to achieve savings of 2%.
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Cleaning agents

The cleaning agents used in our workshop and for the car washes are tested and labelled, free of phosphates and phosphonates in the formula and comply with the Salzburg guidelines.

Hazardous substances

The hazardous substances consumed in our workshop were recorded and put in relation to the number of trucks.

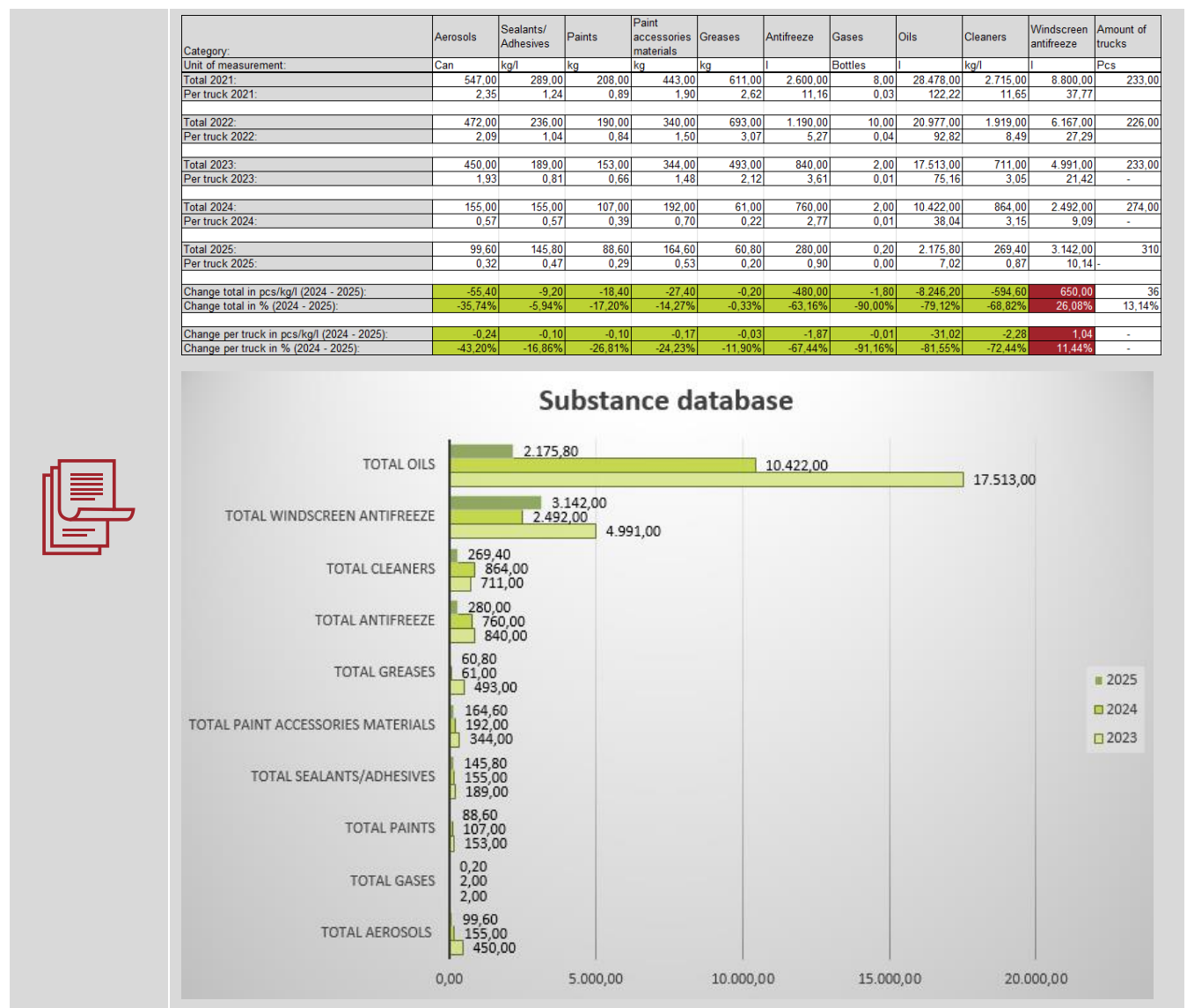


Figure 42 Consumption of hazardous substances by Quehenberger Freight

To promote awareness of environmental protection measures among our employees, possible measures have been summarised in an environmental primer. This can be accessed via the intranet and contains tips for an environmentally friendly and resource-saving everyday office life. Among other things, it points out possibilities in the area of waste separation and energy-saving measures.

Figure 43 QeLearning

3.6. Summary total balance CO₂ equivalents

Scope	Priority	Consumption (V) Savings I	Topic	2024 CO ₂ -emissions CO ₂ -Emissionen	2024 in relation	2025 CO ₂ -emissions CO ₂ - Emissionen	2025 in relation	Difference absolut	Difference in relation	Target 2026
1	A	V	Own truck fleet	13.981.071 kg CO ₂	49,41 kg / 100km	11.442.239 kg CO ₂	40,82 kg / 100km	-18,16%	-17,39%	-5%
1	B	V	Cars direct emissions	911.396 kg CO ₂	15,37 kg / 100km	854.329 kg CO ₂	14,09 kg / 100km	-6,26%	-8,33%	-2%
1	A	V	Natural gas, heating oil, wood chips	1.636.192 kg CO ₂	2,08 kg / m³	2.118.263 kg CO ₂	3,37 kg / m³	29,46%	61,76%	-2%
1	C	V	Refrigerant	0 kg CO ₂		10.644 kg CO ₂				
1	C	E	Power generation photovoltaics	134.718 kg CO ₂		124.269 kg CO ₂		-7,76%		
2	A	V	Electricity	1.888.176 kg CO ₂	2,41 kg / m³	1.990.254 kg CO ₂	3,17 kg / m³	5,41%	31,70%	-2%
2	C	V	District heating	82.555 kg CO ₂	6,44 kg / m³	103.858 kg CO ₂	8,11 kg / m³	25,80%	25,80%	-2%
2	C	V	Electricity for e-mobility	12.703 kg CO ₂	635,15 kg / Vehicle	15.716 kg CO ₂	628,64 kg / Fahrzeug			
2	C	E	Use of e-vehicles	149.602 kg CO ₂		194.705 kg CO ₂				
3	A	V	Fleet indirect (well-to-wheel) emissions	3.720.382 kg CO ₂	13,15 kg / 100km	3.078.419 kg CO ₂	10,98 kg / 100km	-17,26%	-16,50%	-2%
3	B	V	Cars indirect emissions	239.055 kg CO ₂	4,03 kg / 100km	224.086 kg CO ₂	3,7 kg / 100km	-6,26%	-8,19%	
3	B	V	Total air travel	50.391 kg CO ₂		165.229 kg CO ₂		228,00%		
	C	E	Green Challenge	0 kg CO ₂		0 kg CO ₂		n/a		
	C	E	Gourmet Dishes	11.848 kg CO ₂		10.746 kg CO ₂				
	C	E	Home Office	112.623 kg CO ₂		140.091 kg CO ₂				
	C	E	Meetings/Trainings	43.293 kg CO ₂		43.571 kg CO ₂				
		V	Total	22.521.921 kg CO ₂		20.003.037 kg CO ₂		-12,59%		
	E		Total	452.084 kg CO ₂		513.382 kg CO ₂		11,94%		
			Total output	22.069.837 kg CO ₂		19.489.655 kg CO ₂		-13,24%		

4. Socially sustainable

We see social responsibility as an integral part of our corporate actions and have manifested this in our corporate policy as well as in our **Ethics and Compliance** Policy.¹

Friederike Zagler

Head of Corporate QSE Management

1 source: Quehenberger Logistics



In the area of social sustainability, we strive to implement appropriate measures, particularly with regard to our employees. In addition, we also consider other stakeholder groups that are in contact with the company and strive for sustainable cooperation.

The most important factor of our successful environmental work are the employees of Quehenberger Logistics. Their inventiveness and commitment contribute significantly to the further development of environmental and social sustainability goals.

Only together is it possible to successfully tackle the challenges for our future. To ensure that all **employees** are always up-to-date and informed, we use the following communication channels: Intranet, email newsletter, social media, as well as eLearning.

Worldwide, our employees ensure smooth flows of goods, efficient process control and high customer satisfaction. For them, competence, performance, experience and commitment as well as continuous qualification and further training are indispensable components of their self-image.

4.1. Corporate Social Responsibility (CSR)

The term CSR refers to issues related to sustainable development that are applied in business. The ISO 26000 standard defines CSR as: "The responsibility of an organisation for the consequences of its decisions and operations on society and the environment, through transparent and ethical behaviour that:

☒	contributes to sustainable development, including health and well-being of society
☒	takes into account the expectations of interested parties
☒	complies with applicable law and international standards of conduct
☒	and is integrated throughout the organisation and is implemented in its business relationships

The 6 core areas listed by ISO 26000 are: Human rights, labour conditions, environment, fair competition, consumer issues, community participation and development to guide us.

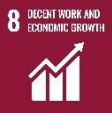
4.1.1. Ethics and Compliance Policy / Code of conduct

Our company has rolled out the Code of Conduct, which defines the company's principles with regard to responsibility for people and the environment, throughout the company. The Code of Conduct is an excerpt from the Ethics and Compliance Policy and is available in all common languages on the intranet.



The Ethics and Compliance Policy contains regulations on the following topics:

General
Scope
Philosophy
General behavioural requirements
Behavioural principles
Role model function of management
Compliance with statutory regulations
Sanctions lists
Guidelines for action
Corruption
Money laundering
Transactions with related parties
Antitrust law
Fraud
Respectful treatment
Sexual harassment
Discrimination
Employment contracts
Forced labour
Child labour
Remuneration policy / working hours compensation
Employee representatives
Data protection
Safety and health
Responsibility for our environment
Whistleblower → Reports of legal violations (Austr. Whistleblower Protection Act HSchG)
Supplier relations
Procedure in the event of infringements of this policy

	In order to live up to our social responsibility, Quehenberger Logistics attaches particular importance to going beyond the legal requirements: Minimum wage regulations: All employees (apprentices/trainees, interns, employees, workers, drivers) receive a valid contract according to the legal requirements and any under a collective bargaining agreement. Remuneration policy: Our remuneration policy is based on legal (collective bargaining) requirements and we measure employees solely on their conduct and performance. Forced labour: We firmly reject any form of forced labour. Work done is properly compensated, even if it is called a training measure, obligation to cooperate or work integration. Child labour: As we strictly adhere to legal regulations, the employment of children (child labour) is completely excluded. Working Hours Act: Compliance with the provisions of the Working Hours Act (such as rest periods, prohibition of work on Sundays and public holidays, driving time regulations, etc.) Compliance with the co-determination rights of employees. Occupational health and safety: We ensure safe working conditions and systematically determine existing dangers and health hazards in order to derive appropriate measures. Our workplaces are set up and designed so that the employees can complete their work as safely as possible. We also offer safety and occupational health care. Compliance with all worker protection laws and occupational health and safety laws and regulations. Legal register with the legal rules and regulations relevant for Quehenberger Logistics. Employee satisfaction: We want to integrate our employees into the company with lasting benefit, while regularly conducting employee satisfaction surveys for this purpose. Obtaining feedback and suggestions with different tools is a concern for us. Discrimination: We do not tolerate any form of discrimination and are guided by the UN Charter and the European Convention on Human Rights. Discrimination is any form of unjustified disadvantage or unequal treatment of individuals or groups on the basis of various perceptible or non-perceptible characteristics. Perceptible factors are, for example, age, ethnicity or disability. Not directly perceptible are, for example, ideology, religion, nationality or sexual orientation. Human rights are considered as fundamental values, which are to be observed and respected by all employees. In everyday work life, we live according to this attitude and treat each other with respect. Workers' interests: In order to guarantee employee interests, a Works Council is implemented at some locations for industrial or commercial personnel. It is up to every employee to utilise this or other employee representation.
	 We promote diversity in the company and are proud to employ people from 30 different nations in Austria alone.

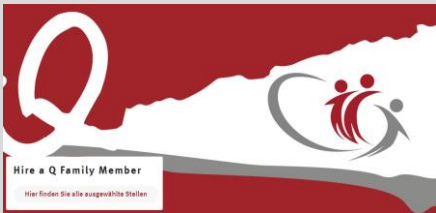
4.2. Attracting talent

Talent attraction and retention is a key focus area of the sustainability strategy. Only those who have sufficient personnel capacities in future will be successful on the market. In order to counter the risk of demographic change, it is crucial to attract and retain qualified employees.

4.2.1. Hire a Q Family Member

The employee referral programme (for the countries Austria/Germany) serves as a support in recruiting qualified workers and special skilled workers. The aim is to use their network to fill vacant positions more quickly and in the long term.

This programme was launched in July 2022.

Hire a Q Family Member	Number of employees
 Hire a Q Family Member Hier finden Sie alle ausgezeichneten Stellen	8 reports, 8 employees hired

4.3. Increasing qualification and competence

	A shortage of skilled workers, increasingly complex requirements in freight forwarding, logistics and IT, and constant growth require sustained commitment to training, promotion and further development of all employees. In this respect, Quehenberger Logistics relies on a holistic training, education and further training concept in all specialist areas and across all career levels - from apprentices/trainees to managers.
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4.3.1. Internal training programmes

Young Generation Programme (YGP):

For our apprentices/trainees with many varied modules to acquire specialist knowledge as well as methodical and social skills

From 2025, the costs for apprentices / trainees for public transportation will be covered.

Our apprentices/trainees (Austria/Germany) are distributed as follows in the following apprenticeship occupations:

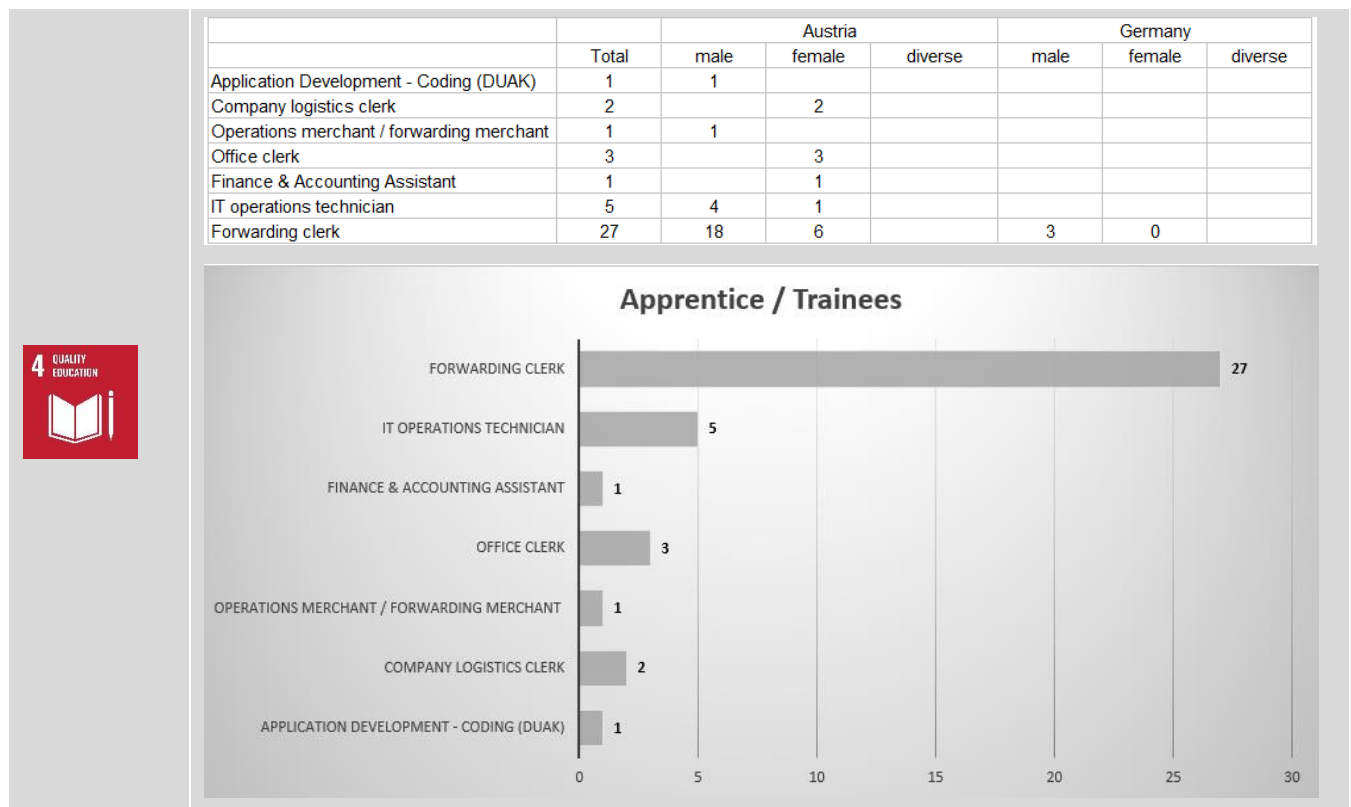


Figure 44 Apprentices in their apprenticeship branches

Young Professional Program (YPP):	This programme is aimed at employees who have been with the company for some time and are seeking a managerial position or would like to continue their education in their specialist area. The programme lasts 1.5 years and has a university character.
Leadership Program	The Leadership Programme lasts a total of one year and includes 11 modules.
 Facts & Figures 2025	The 2025 training plan was implemented as planned.

4.3.2. Training and QeLearning

With our education, training and QeLearning platform, we want to give all our employees the opportunity to continue their education in various specialist areas and to gain further knowledge or refresh their knowledge. The courses are equally available to all employees so that everyone has the same access to information and the same level of knowledge. The range of additional learning programmes is being gradually expanded, especially in the area of QeLearning.

	Number of trainings:	Number of participants:	Number of presence trainings:	Number of online trainings:	Number of training hours TOTAL	Number of training hours presence trainings:	Number of training hours online trainings:
2022	723	2.723	602	121	34.990	27.454	7.536
2023	370	2485	198	172	28.262	15.956	12.307
2024	401	6.887	214	187	51.953	46.552	5.401
2025	474	2886	427	47	30.116	26.554	3.562

Figure 45 Facts & Figures Trainings, Education und QeLearning

 Facts & Figures 2025	Total hours of face-to-face and online training plus QeLearning: 30,116 hours
 Objectives for 2026:	Promoting a digital mindset and improving skills through QeLearning courses and classroom training, increasing the number of training hours for operational employees by 25% Leadership and YPP training, as well as AI training, have been postponed due to resource and organizational constraints.

4.4. Employee retention

4.4.1. Mobility programme

In order to gain international work experience and to brush up on language skills, we give our employees the opportunity to spend time abroad at our locations.

The IFA Erasmus program was funded, and two apprentices participated (one in Austria and one in Germany).

Exchange between the Geis and Quehenberger locations: An intern from Geis Germany came to Austria for four weeks, and our apprentices spent a total of three weeks at Geis Germany.

We will actively pursue communication and program offerings for 2026 in consultation with the apprentice trainer..

4.4.2. Check-In Day

A check-in day is organised at regular intervals for our new employees. The aim is to make it easier to get started and to establish initial contacts. The new employees gain exciting insights into the company's history, our brand values, corporate strategy and corporate culture.

4.4.3. Talent Talk

This process is about offering employees prospects and developing internal potential in order to retain employees and further increase the quality and efficiency of the company. Based on the feedback from the organisation and the exit interviews, the Talent Talks are intended to prevent employees from leaving due to a lack of prospects. Talent Talks can be initiated at any time either by the employee, the manager or HR.

4.4.4. Appraisal interview

We hold annual appraisal interviews that focus on goals, expectations and development opportunities for our staff. In order for everyone to develop according to their abilities and for us to make the most of the potential as a company, we create this space for dialogue between employees and superiors. Throughout Austria, the appraisal interview also includes a development interview.

4.4.5. Corporate Benefits

All employees benefit from discounted purchase prices from numerous well-known manufacturers as part of a discount programme. Here, too, the process is completely paperless via an online portal.

4.4.6. Vaccination offers

Annual vaccination offers for flu protection or TBE vaccination by the company doctor have been part of the company's preventive programme for years. Quehenberger Logistics was also one of the first companies to offer its employees coronavirus vaccinations during working hours. The company was thus able to achieve a high vaccination rate among its employees.

4.5. Health protection



As a service company, our employees are our most valuable asset. Only when our employees are thriving do we too thrive as a company. It is out of this attitude that we have launched the **recreation and health programme** "Q Active – achieve more together, stay healthy, have fun". This aims to boost mental and physical fitness while enhancing a sense of belonging among our staff.

4.5.1. Q Active



Our Q Active recreation and health programme includes a variety of events for our employees. These range from free participation in sports events, after-work sports sessions and organised mountain hikes to tips and information on healthy eating. Unfortunately, many of these events could not be held due to the pandemic.

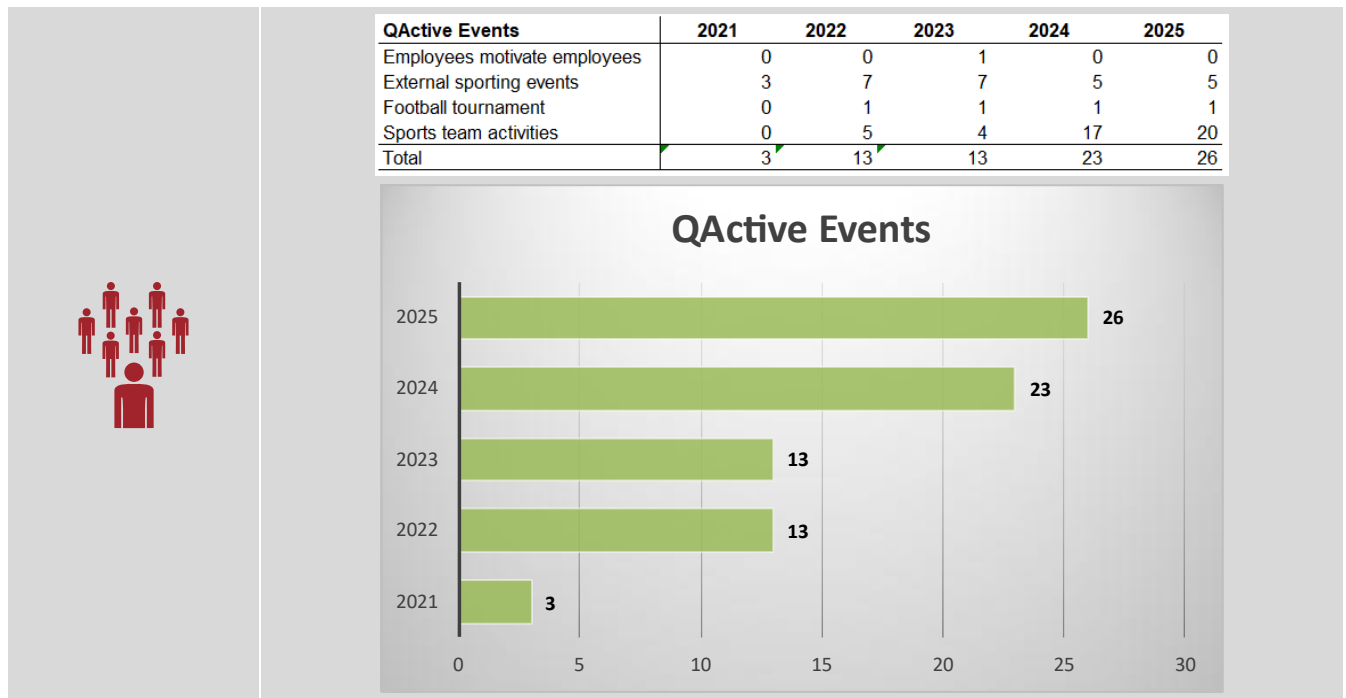


Figure 46 Q Active events

4.5.2. Employees motivate employees

As part of our QActive campaign “Employees Get Employees Moving,” employees in Straßwalchen cooked together and planted a herb garden.

4.5.3. External sporting events

Participation in the following popular sporting events is free of charge for our employees:

Wings for Life World Run

Once again this year, our Q-Runners gave their all at the Wings for Life World Run, a charity run that takes place at the same time around the world with the motto "Running for those who can't walk". 100% of the proceeds go to spinal cord research.

Charity Challenge

Once again this year, we took part in the Charity Challenge and collected kilometres for a good cause. The total donation of € 46,294 was donated to the organisation "JOJO".

Table tennis tournament

Participation in the business run in Vienna and Salzburg

Participation in Mozart 100

4.5.4. Soccer tournament in Strasswalchen



Those who know our company know that we are very attached to soccer. In previous years, our **employees from all countries** met once a year for a joint Soccer tournament. This tradition was taken up again and so a tournament was also held in the summer of 2025.

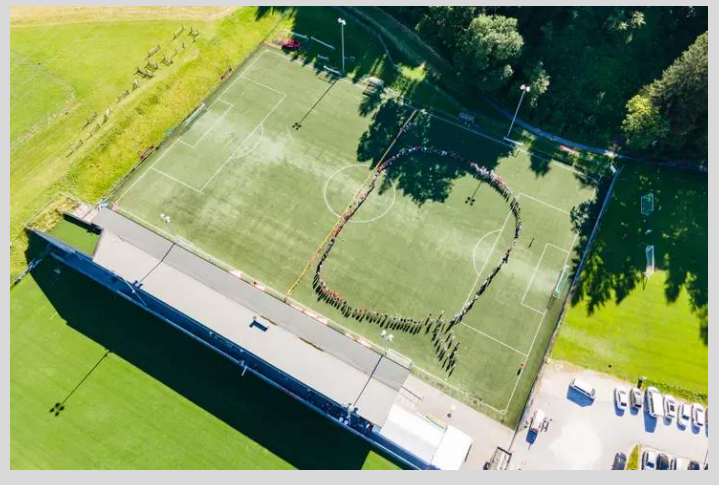


Figure 47 Soccer tournament Strasswalchen, 2025

Source: Quehenberger Logistics

4.5.5. Sports Team activities

During the winter season, employees from Enns took part in a group ski day. In the summer, a bowling night and two foosball tournaments were organized for the Enns staff.

In Weiterstadt and Dormagen, Germany, a bowling night was organized.

Almost 400 participants attended the 2025 soccer tournament in Strasswalchen.

A display of fresh produce including strawberries, cherries, and apples in wooden crates, with a chalkboard menu in the background. The chalkboard menu lists 'Ausblück:' with a drawing of a person, 'Friedhof-Training Meetings & Dorstings um 17:15 Uhr', and 'Kaffee bei uns'. There are also posters for 'Q' and 'Kocher' on the wall.

There is a "healthy corner" in 30% of our locations. Here, a basket of organic, regionally packaged fruit is offered once a month or more often.

Source: Quehenberger Logistics

We offer healthy meals at events at our headquarters in Strasswalchen. We order (vegetarian or with meat, depending on your preference) from a regionally based inn and also offer nuts, fruit and cakes.

4.5.8. Gourmet Dishes

Dishes	2024	2025
Average CO ₂ value of a Gourmet meal	2,21	2,21
Average CO ₂ value of another meal	2,97	2,97
	15.648	14.193
Annual CO ₂ value of the Gourmet meals	34.649	31.427
Annual CO ₂ value of the other meals	46.497	42.173
Saving (kg CO₂)	11.848	10.746

Figure 49 Gourmet Dishes

Gourmet is an Austrian catering company and enables us to offer our employees balanced and fresh meals every day.

Our company supports every order at Gourmet with a financial contribution.

The average CO₂ value of a Gourmet meal is 2.21 kg CO₂.

The calculation was based on meals from various suppliers such as Spar or McDonalds.

Savings 2025

The potential savings were **10,746 kg CO₂**.

4.6. Occupational safety



Health protection, occupational health and safety and fire protection are essential components of the safety policy of Quehenberger Logistics.

The core element is the STOP principle and the continuous improvement process.

With our safety programme, we want to ensure that people and the environment feel as safe as possible. We create the appropriate framework conditions with our **safety and health policy** (integrated in QSE policy) based on local laws. Furthermore, we try to reduce the accident rate through appropriate measures

On the other hand, the entrepreneurial duties of these laws and regulations are delegated to certain established functions, and in the Eastern European locations there are external safety consultancies for this purpose.

In order to meet the legal requirements, regular training is carried out with the support of e.g. SFK, §6 (para.3), SVP, QSEMB, or the external occupational safety specialists and the central quality management.

Employees are made aware through regular briefings and involved through workplace evaluations, continuous improvement and reporting processes.

Compliance with the legal requirements is monitored by the occupational safety team as well as by the central QSE management within the scope of audits. In addition, there is very close contact with the contact persons of the supervisory authorities (labour inspectorate, etc.).

4.6.1. Occupational accidents

We keep company accident statistics and have set ourselves the goal of reducing the number of accidents through ongoing training and safety instructions.

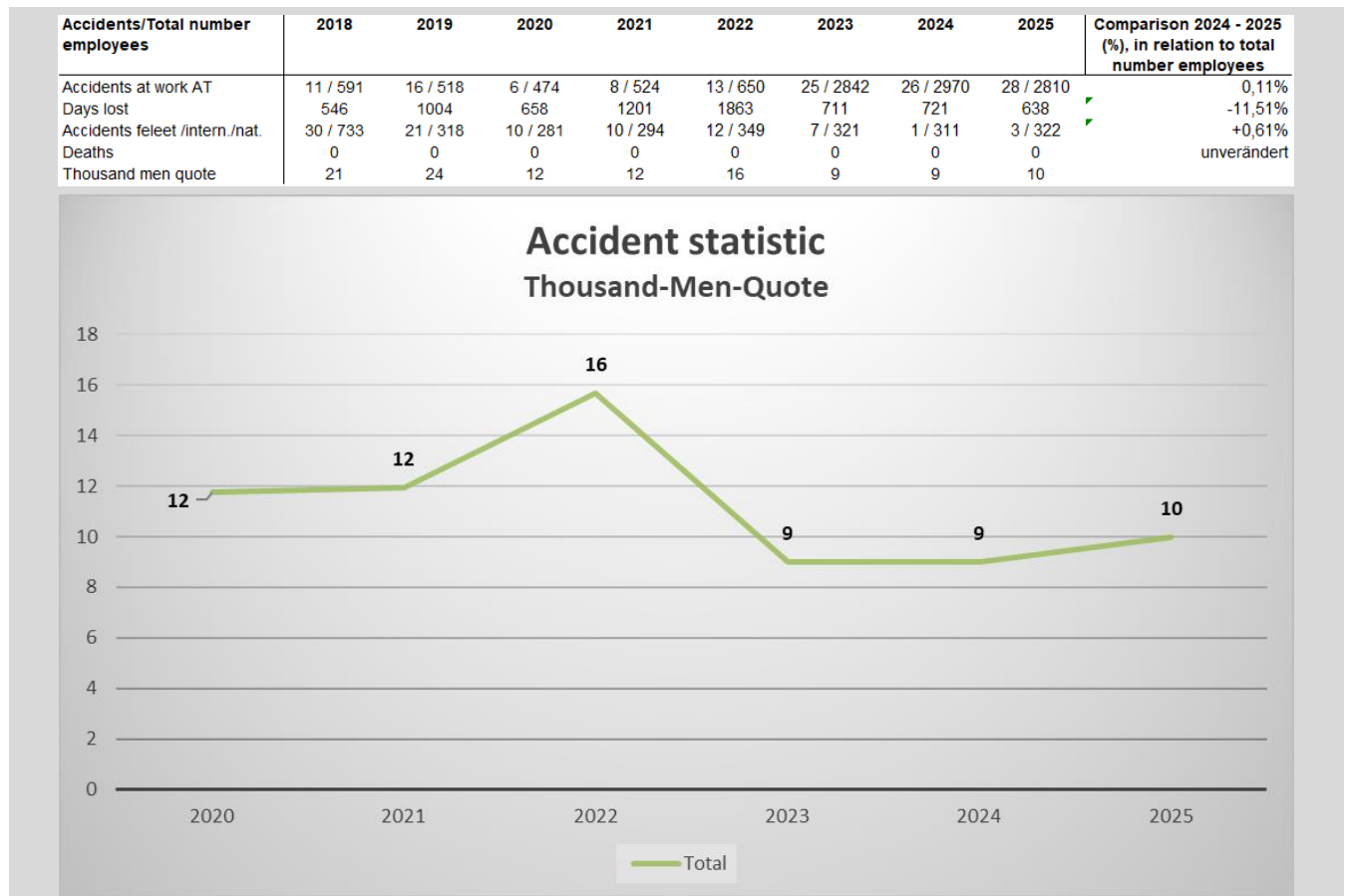


Figure 50 Accident statistics of Quehenberger Logistics

Under accidents fleet/nat./internal we record accidents of our drivers with personal injuries.

	Measure/ Goal 2026:	In 2026, we want to achieve a further 2% reduction in days of absence.
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4.6.2. Near misses / unsafe acts



In order to prevent accidents at work in the long term, so-called **unsafe acts** (= near misses) are reported by the quality officers of the branches and recorded in the Near Miss documentation.

In this way, causes of danger are identified, evaluated and eliminated in advance. Another precautionary measure are the inspections by our **safety specialist** and the safety support companies used in the other countries, whereby any safety deficiencies are identified and measures are initiated.

Figure 51 Unsafe Acts Prevention

	Measure/ Goal 2026:	Establishments with a warehouse or transshipment centre must report at least 3 unsafe acts in order to prevent work-related injuries/accidents.
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4.6.3. Company doctor

Our company doctors check the safety of the workplaces at regular intervals and are also available for health concerns and preventive measures such as vaccination campaigns.

4.6.4. Fleet measures

We do everything we can to prevent fatal accidents.

Since 2015, we have equipped our trucks with assistance systems such as **emergency braking, lane departure warning and distance control**.

4.6.5. Petrol station and workshop

The petrol station business is run in compliance with the legal regulations. Authorised persons regularly inspect the operation and the installation. Binding agents, among other things, are available to prevent overflow damage. To create safe working conditions and reduce the risk of slipping, the floors of the workshop are cleaned several times a week.

4.6.6. Inspection/maintenance of the vehicles

The legally required inspections such as TÜV, service, tacho inspection, noise inspection, inspection of ADR equipment, are monitored via our electronic fleet management system. A traffic light system is used to quickly identify which vehicles need to be inspected next.

4.6.7. Employee participation, consultation and communication on occupational health and safety

In order to ensure that consultations are carried out by experts and that the employees are involved, we have created and installed legally prescribed and additional officer functions in Austria/Germany.

The following consultation options are implemented as instruments in our company:

Instrument	Topic	Legal	Internal	External
ASA Workers' Protection Committee Meeting P202 Communication	Information exchange of safety and health issues. Representation of workers can raise issues collectively.	✓ (depending on the size of the branch)	✓	✓
Coordination meetings on quality, safety and environmental issues P202 Communication	Coordination of safety and health issues, serves to precisely delineate responsibilities and coordination with SGA. Compulsory for workplaces with several employers.	✓	✓	✓
Regular monthly meetings after P202 Communication	Exchange of information as specified in the protocol template as well as health and safety issues. Everyone can voice their opinions and concerns.		✓	
Mental and physical stress at the workplace	Staff/employees can voice their opinions and concerns about the questions asked.	✓	✓	

Instrument	Topic	Legal	Internal	External
In the course of the employee satisfaction survey AA305 Occupational Safety Manual				
Employee satisfaction Employee satisfaction survey	Staff/employees can voice their opinions and concerns about the questions asked.		✓	
Safety inspections	Staff/employees can voice their opinions and concerns and report them to the SFK for forwarding to QSE. For reporting, see point 5.2.	✓	✓	
IMS report item 15	Staff/employees can voice their opinions and concerns and report them to QSEMB for forwarding to QSE.		✓	
Operating regulations	Staff/employees can voice their opinions and concerns.		✓	
Internal audits	Staff/employees can voice their opinions and concerns during interviews.		✓	
Safety instructions for external companies	Stakeholders can voice their opinions and concerns.			✓
sicherheit-gesundheit@quehenberger.com	Establishment of an email address so that staff/employees can express their opinions and concerns or make reports.		✓	
verbesserungsvorschlag@quehenberger.com P502 Correction and improvement	Staff/employees can make suggestions for improvement.		✓	
Intranet (News)	Staff/employees are provided here with all the most important information in a timely manner.		✓	
Introduction to the (IMS) system for new employees	Staff/employees are informed about this issue and the possible tools they can use.		✓	

4.7. Equal opportunities - Diversity management



Equal opportunities are a matter of course for us and we strive to increase the quota of women every year.

Across the company, in management positions up to branch and site management and above, as well as in the Corporate Central units, the **ratio of women in management positions is 28%**

Managers (including team leaders)											
	Germany	Austria	Hungary	Czech Republic	Slovakia	Poland	Croatia	Macedonia	Bulgaria	Romania	Total
Percentage of people in an organization's governance bodies in each of the following diversity categories											
male [%]	73%	80%	54%	63%	66%	100%	77%	80%	59%	60%	71%
female [%]	27%	20%	46%	27%	34%	0%	23%	20%	41%	40%	28%
Diverse [%]	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Age group: under 30 years old, 30-50 years old, over 50 years old											
under 30 years old [%]	8%	5%	0%	0%	0%	0%	26%	0%	14%	0%	5%
30 – 50 years old [%]	67%	49%	85%	100%	91%	100%	59%	70%	69%	89%	78%
over 50 years old [%]	25%	45%	15%	0%	9%	0%	15%	30%	17%	11%	17%
Other diversity indicators such as minorities or vulnerable groups, if applicable											
Vulnerable groups [%]	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	1%
Total employees (incl. managers)											
	Germany	Austria	Hungary	Czech Republic	Slovakia	Poland	Croatia	Macedonia	Bulgaria	Romania	Total
Percentage of employees per employee category in each of the following diversity categories											
male [%]	82%	70%	35%	89%	41%	55%	65%	60%	59%	52%	61%
female [%]	18%	30%	65%	11%	59%	45%	35%	40%	41%	48%	39%
Diverse [%]	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Age group: under 30 years old, 30-50 years old, over 50 years old											
under 30 years old [%]	23%	22%	16%	6%	12%	25%	3%	25%	14%	21%	17%
30 – 50 years old [%]	53%	49%	61%	44%	65%	75%	82%	50%	69%	51%	60%
over 50 years old [%]	24%	29%	23%	43%	23%	0%	15%	25%	17%	28%	23%
Other diversity indicators such as minorities or vulnerable groups, where applicable											
Vulnerable groups [%]	0%	0%	0%	0%	5%	0%	0%	0%	0%	0%	1%

Figure 52 Diversity employees



Figure 53 Diversity Managers (incl. Team Leader) by gender



Figure 54 Diversity employees (incl. Management) by age group

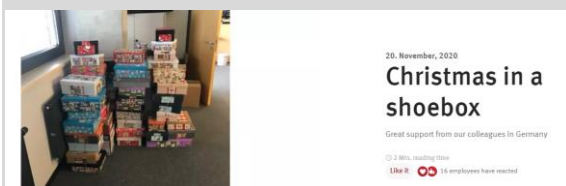
4.8.1. School tours



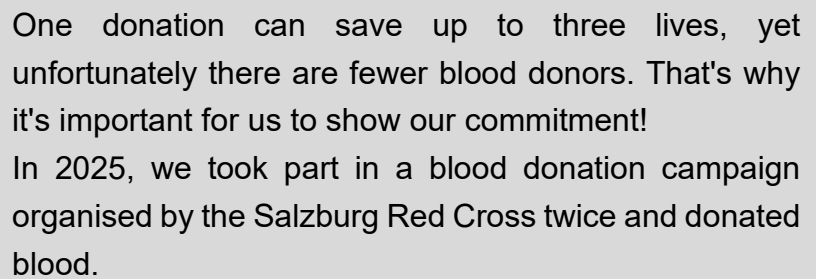
Source: Quehenberger Logistics



Source: Website Rasselbande.



4.8.4. Blood donation campaign



Source: Blutspendedienst NSTOB

4.9. Employee mobility

With the help of an online questionnaire, we conducted an employee mobility survey for the first time in 2023. The aim of the survey was to analyse the current mobility situation to the workplace for our employees. The survey was followed by an evaluation and then the most important step, namely the development of concrete, sustainable and verifiable measures based on the survey results.

Initially, the survey was rolled out across Austria. In a further phase, the roll-out is planned for the entire group of companies.

4.10. Home Office AT/DE

More and more people in Austria and Germany are working from home. Our employees also have the opportunity to work from home. Working from home is not only practical and makes you more flexible, it also saves travelling time and resources.

Basis of calculation:	As described in the previous chapter, the employee mobility survey calculated that the average distance travelled to work each day was 75 km, which corresponds to emissions of 11 kg of CO ₂ .
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Home Office	2024	2025
Number Home Office days	5.363	6.671
Number of days employees present	122.844	144.916
Home office quota	4%	5%
Ø Journey to work (one-way distance in km)	75	75
Ø CO ₂ emissions Journey to work (one-way distance in km)	11	11
Saving (kg CO₂)	112.623	140.091

Figure 58 Statistic Saving Home Office

Savings 2025

By reducing the distance travelled on home office days, we were able to save **140,091 kg of CO₂** in 2025. Our records begin in June, the start date of our "Data transparency" project.

4.11. Meetings/Trainings: Online, Hybrid or Presence

Online meetings offer a quick solution for talking to a person kilometres away. Online meetings save us time, travelling and therefore also emissions.

To illustrate the savings, we consulted the "International Management Call", which takes place monthly via Teams.

On the other hand, we calculated the CO₂ savings of the "MS Teams training", which also took place online.

Meetings / Trainings	2023 Quote	2024 Quote	2025 Quote
Number of meetings / trainings Online	31 10%	73 9%	99 13%
Number of meetings / trainings Hybrid	43 14%	152 18%	141 18%
Number of meetings / trainings Presence	235	598	536
Total	309	823	776

Example: International call per year	
Ø Distance in km	133.764
Ø CO ₂ emissions one-way distance	18.847
Savings per year (kg CO₂)	37.695
Example: MS Teams training	
Ø Distance in km	20.855
Ø CO ₂ emissions one-way distance	2.938
Saving (kg CO₂)	5.877

Figure 59 Statistic Saving Meetings/Trainings

Savings 2025

The following savings were achieved by reducing the distance travelled:

International Management Call	37,695 kg CO₂
MS Teams training	5,877 kg CO₂

5. Economically sustainable

We look at our business areas from all perspectives - from the point of view of our customers, employees, partners and also the environment. In terms of sustainable management, a resource-conserving, mindful approach to the environment is of great importance.¹

Rodolphe Schoettel
CFO

¹ source: Quehenberger Logistics



5.1. Facts and figures behind Quehenberger Logistics

Do you want to know more details and are interested in the data behind Quehenberger Logistics? Take a look at some exciting facts & figures about our company.

Turnover EUR	> 600 million
Employees (including temporary workers)	4,000
Locations	67
Countries	11
Own vehicle fleet	310
Handling and warehouse area in m ²	840.000

With successful business operations, we secure jobs and promote regional economic development around our 67 locations in 11 European countries.

Due to the sanctions, we use software that allows us to process our shipments in a legally compliant manner across our TMS systems.

These countries are also not included in the scope of the sustainability report.

5.3. Digitisation



Innovative IT systems help to carry out tasks effectively and efficiently.

Let's do it digital!

Holistic digital interconnection with customers and partners

Full transparency along the entire supply chain

Steady productivity growth by streamlining and improvement of processes

Continuous enhancement of quality and efficiency via planning forecasts

Tailor-made solutions and new products for customers and partners with focus on personal contact and handshake quality

Figure 61 Quehenberger goes digital

Source: using Shutterstock.com

Compliance with the requirements for maximum daily working time and non-working time is monitored via software-controlled working time recording. Corresponding workflows and automatic notifications enable managers to control this accordingly.

These are monitored by supervisors, together with the countries' human resource managers.

The aim is to implement the remaining 10% in 2026.

Compliance codex for suppliers and business partners of the AUGUSTIN QUEHENBERGER GROUP	
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1. Respect for human and labour rights	2
1.1. Human rights	2
1.2. Health and safety in the workplace	2
1.3. No forced labour	3
1.4. No child labour	3
1.5. No discrimination	3
1.6. Diversity and equal opportunities	3
1.7. Freedom of association and the right to collective bargaining	3
1.8. Reasonable remuneration	3
1.9. Working hours	3
2. Business ethics	4
2.1. Antitrust and competition law	4
2.2. Bribery and corruption	4
2.3. Invitations and gifts	4
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3. Compliance with laws and regulations	5
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3.8. Compliance with the Supply Chain Due Diligence Act and the Whistleblower Provisions	7
3.9. Permits and authorisations	7
3.10. Criminal proceedings	7
4. Implementation and compliance	7

Figure 62 Quehenberger Compliance Code for Suppliers and Partners

7. Overview of the GRI indicators

Criteria	Page	GRI indicators
Size of the organisation	95 – 96	GRI 102-7
Membership of associations	21 – 23	GRI 102-14
Values, Principles, Standards + Norms	14, 20	GRI 102-16
Stakeholders	24	GRI 102-40
Approach to stakeholder engagement	24 – 26	GRI 102-43
Reporting period	9	GRI 102-50
Contact details for questions about the report	101	GRI 102-53
Conduct in compliance with the law and directives	73, 98	GRI 205-1
Water consumption	65	GRI 303-5
Direct greenhouse gas emissions (climate-relevant emissions)	32 – 35	GRI 305-1
Indirect energy-related GHG emissions (scope 2)	48 – 54	GRI 305-2
Other indirect GHG emissions (scope 3)	56 – 60	GRI 305-3
Activities on greenhouse gas emissions		GRI 305-5
Transport of hazardous waste	64	GRI 306-4
Accrued waste	62 – 64	GRI 307-3
Management system for safety and health at work	20, 84	GRI 403-1
Hazard identification, risk assessment and incident investigation	27 – 28	GRI 403-2
Occupational health services	73, 78, 86	GRI 403-3
Employee participation, consultation and communication on safety and health at work	87 – 89	GRI 403-4
Employee training on safety and health at work	84 – 86	GRI 403-5
Promoting the health of employees	79 – 83	GRI 403-6
Employees covered by an occupational safety and health management system	20, 84	GRI 403-8
Work-related injuries	85 – 86	GRI 403-9
Qualification	74 – 76	GRI 403-10
Average number of hours for education and training per year and employee	75 – 76	GRI 404-1
Training programmes	75 – 76	GRI 404-2
Proportion of employees with regular performance appraisals	77	GRI 404-3
Diversity and equal opportunities for employees	89 – 90	GRI 405-1
Measures to combat discrimination	72 – 73	GRI 406-1
Suppliers screened for child labour	99	GRI 408-1
Suppliers screened for forced labour	99	GRI 409-1
Incidents of violations against minorities	72	GRI 411-1
Political influence	21	GRI 415-1
Customer privacy, customer satisfaction practices	72	GRI 418-1

Signed in German version

Rodolphe Schoettel CFO

Strasswalchen, on 28.02.2026

Place / date

Responsible for the content and data:

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