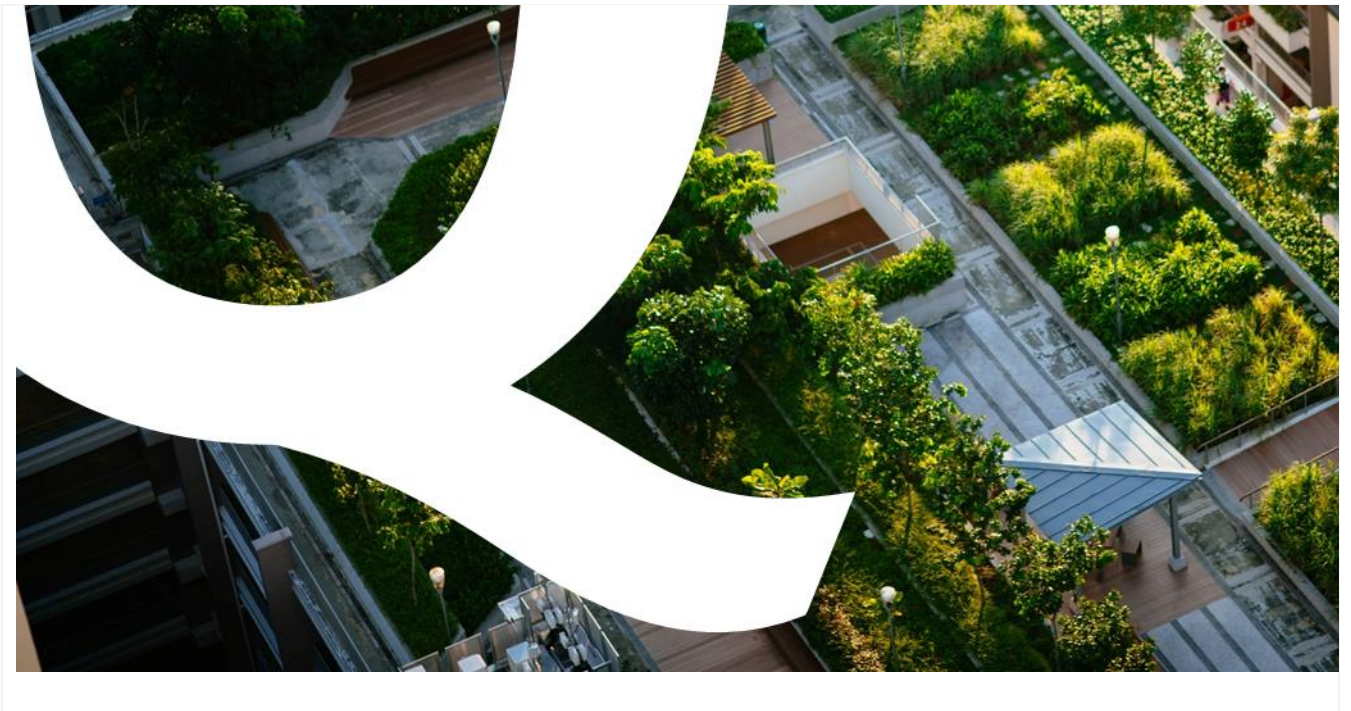


Close to your business.



ENVIRONMENT AND SUSTAINABILITY QUEHENBERGER LOGISTICS 2023

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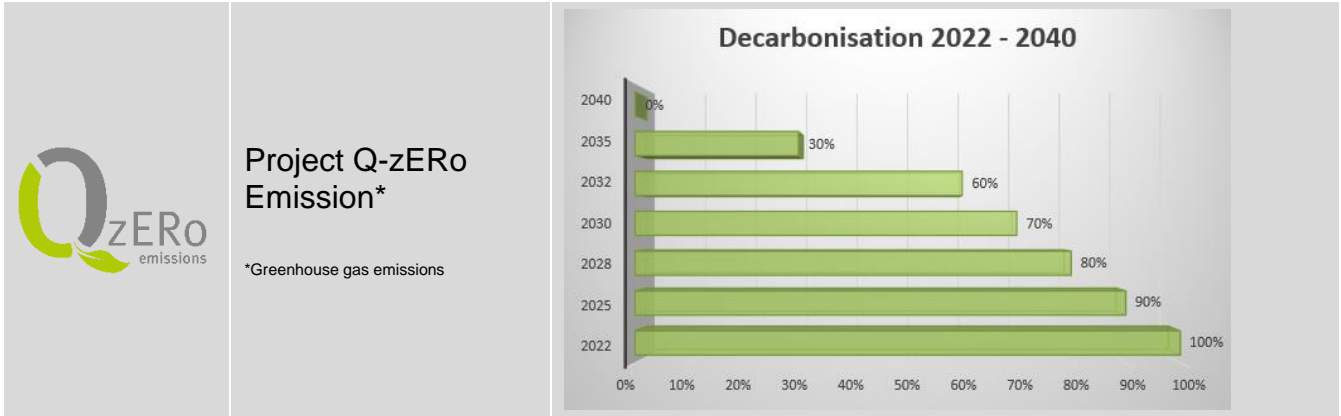
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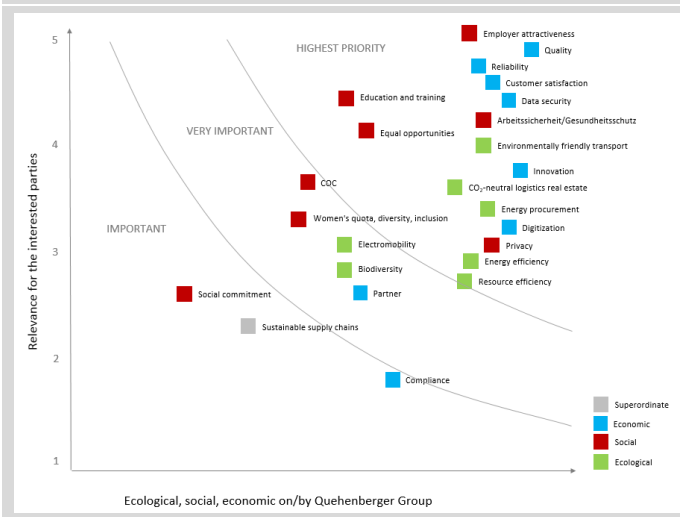
THE MOST IMPORTANT INFORMATION AT A GLANCE:



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

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

Materiality matrix with weighted impacts



Sustainability strategy

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

All illustrations are also included, numbered and explained directly in the sustainability report.

0.6. The Executive Board

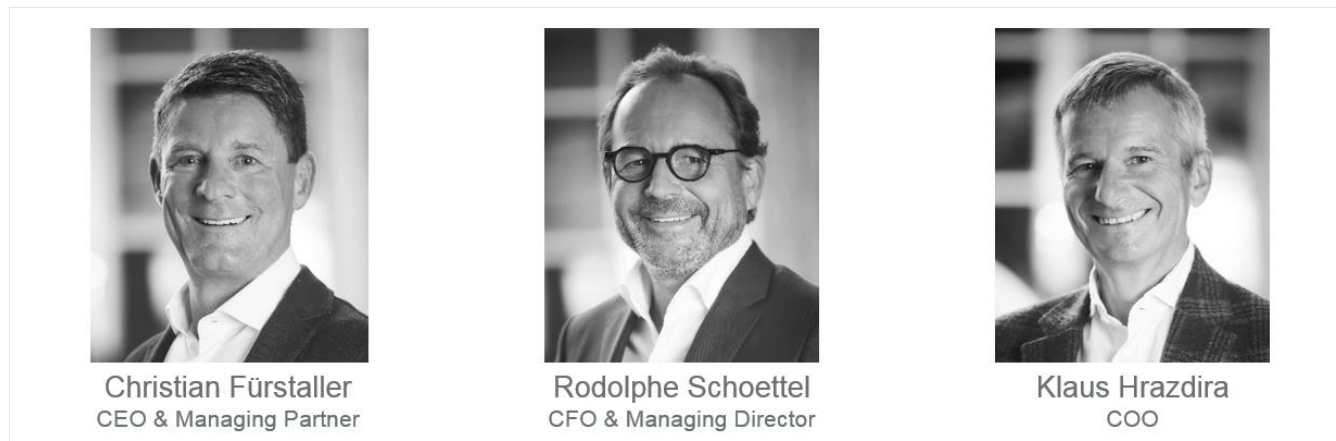


Figure 1 The Executive Board: from left to right Christian Fürstaller (CEO), Rodolphe Schoettel (CFO), Klaus Hrazdira (COO)

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

	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 m ² .
10th anniversary of the Quehenberger Logistics brand.	2020	
	2019	Exceeding the warehouse space mark of 500,000 m ² .
Exceeding the warehouse space mark of 400,000 m ² . 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 m ² . 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.
<i>Change of name from Lausenhammer to R. Quehenberger Spedition.</i>	1983	
	1965	<i>Rudi Quehenberger joins the Lausenhammer Salzburg transport company.</i>

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0.8. Customised solutions - Products








		
Contract logistics	Air freight	Sea freight
		
Part loads / full loads	Sector networks	Project transport
		
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.
Sea freight	With our sea 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.
Part loads / full loads	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 tyres over the years.
Project 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.

„Services are carried out by people – that’s why people matter most to us.“

Christian Fürstaller
CEO & Managing Partner

01 Our MISSION
To impress our customers every day anew

02 Our VISION
To be the best medium-sized logistics company in Central and Eastern Europe

03 Our VALUES
Trustworthiness and 'handshake quality'

Source: Quehenberger Logistics


Figure 3 Mission, vision and values

1	2	3	4	5
<p>Harmony of the three pillars Ecology, Social and Economy</p>	<p>Create added value and reduce CO₂</p>	<p>Promote innovations and implement them digitally</p>	<p>Orientation towards the goals of the government, the EU or the Paris Agreement</p>	<p>Orientation towards the Sustainable Development Goals</p>
<p>The aim is to bring environmental responsibility, social commitment and economic performance into harmony. From an economic point of view, our actions and activities can go beyond what is required by law.</p>	<p>We create added value for our customers and for the company - and reduce the environmental footprint at the same time. This idea is at the heart of the sustainability strategy and its associated goals.</p>	<p>Innovations and creating added value with fewer resources are essential factors when it comes to sustainable management. We see digitisation in particular as an essential element in making processes more efficient and thus saving resources.</p>	<p>In doing so, we are guided by governmental and supranational objectives such as the climate neutrality plans of the German government and the EU or the Paris climate protection goals.</p>	<p>We also incorporate the Sustainable Development Goals of the United Nations' into our sustainability management and focus on eleven of the seventeen selected goals that are particularly closely linked to our business areas.</p>

Figure 4 Strategy

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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.

	<p>Quehenberger Logistics wants to achieve climate neutrality by 2040 with the "Q-zERo Emission* " project.</p> <p><small>*(Greenhouse gas emissions)</small></p>
---	---

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







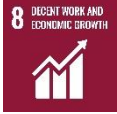


Ecologically sustainable			Environmentally friendly transport, CO ₂ neutral logistics properties provided we own them, resource efficiency	
				
Social sustainable			Talent acquisition, corporate retention, occupational health and safety, compliance + COC, health protection, equal opportunities	
				
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, GDP, SQAS, AEO-C/S/F and currently in the development of ISO 27001.

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 Currently under development	<i>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.</i>

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 4,200 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 220 sectors and 180 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.

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:

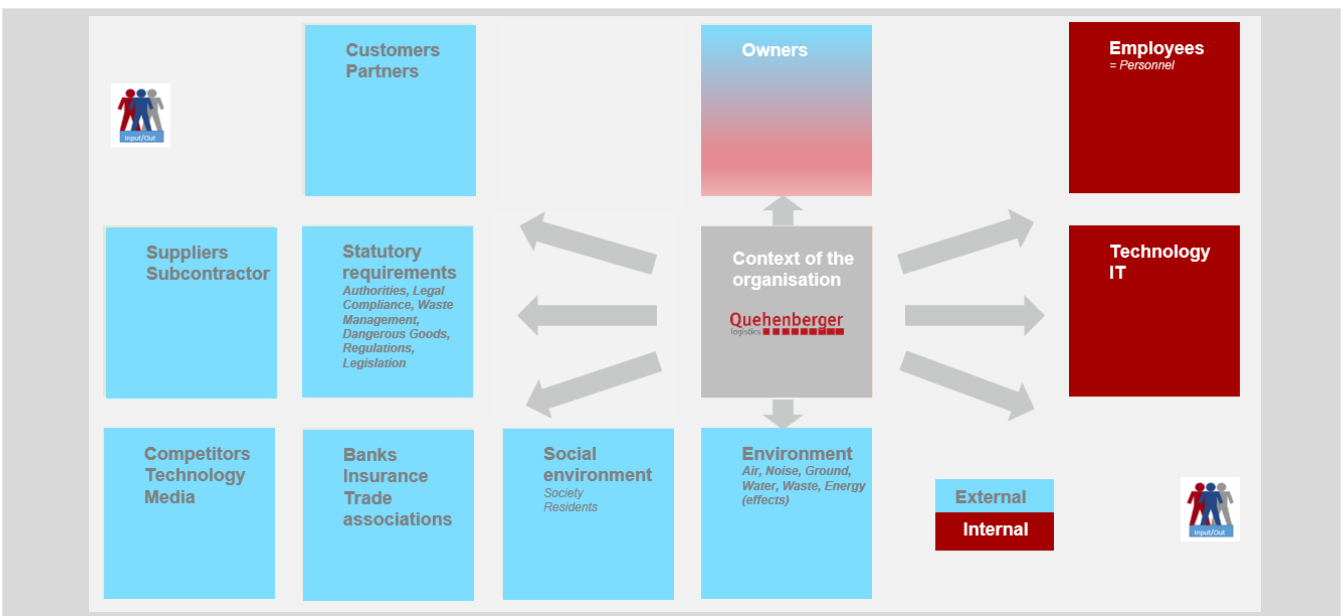


Figure 7 Interested parties of Quehenberger Logistics

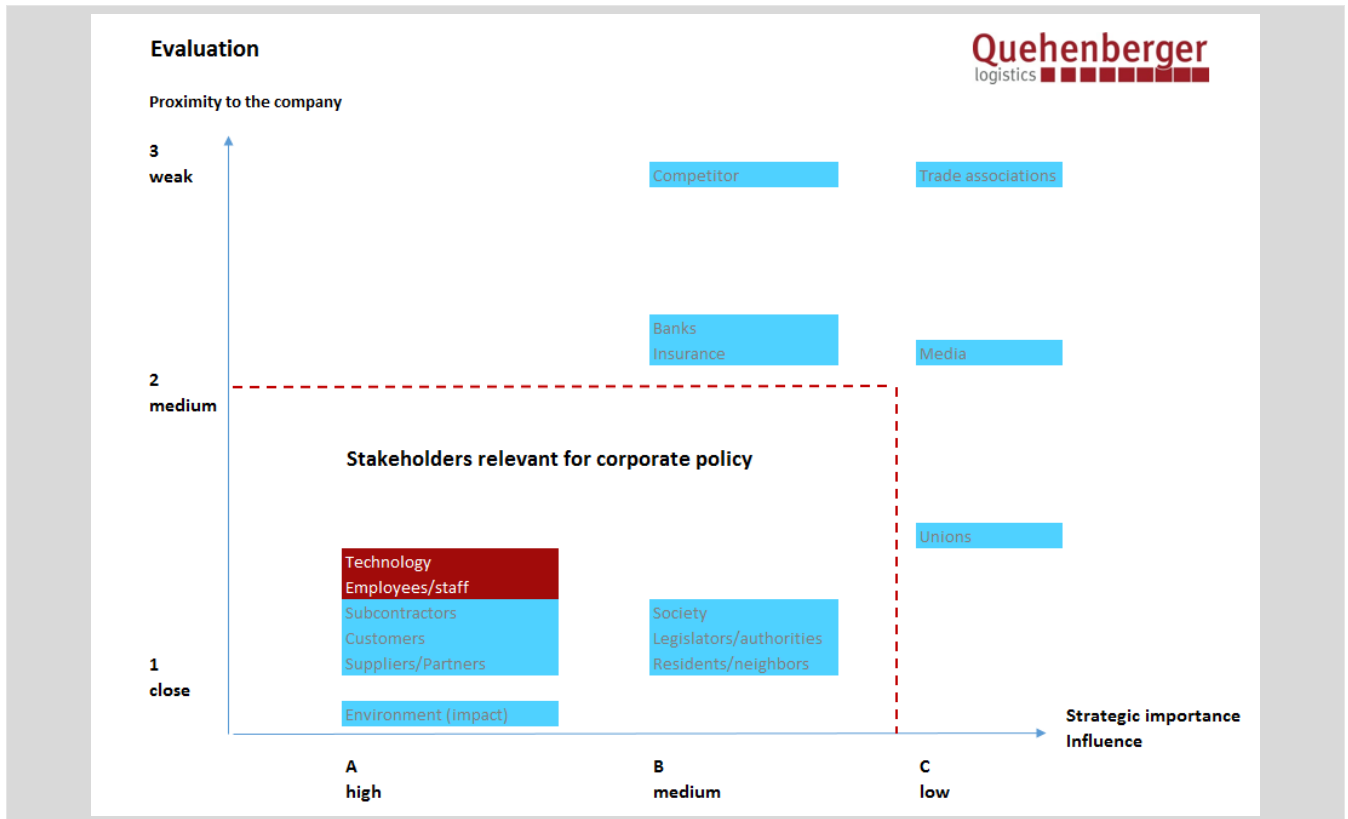


Figure 8 Related parties of strategic importance interested in Quehenberger Logistics

Communication with stakeholders

We use different media as a means of communication.

<p>Employees</p> <ul style="list-style-type: none"> Intranet Email-Newsletter Employee newspaper Satisfaction survey eLearning Personal interviews with all managers Personal interviews with all employees 	<p>Customers</p> <ul style="list-style-type: none"> Customer magazine Satisfaction survey Personal conversations
<p>Authority Offices</p> <ul style="list-style-type: none"> Trade Office: General information BH: administrative penal matters Building office: construction matters Tax office: questions / concerns about financial issues AMS: recruitment subsidies, calls for tenders Chamber of Commerce: legal information, postings, apprenticeship subsidies Chamber of labor: clarification, information, inquiries (amicable termination of apprenticeship contracts) 	<p>Occupational physician</p> <ul style="list-style-type: none"> Working committee meeting
	<p>Logistics/forwarding partner</p> <ul style="list-style-type: none"> Partner Review Meeting
	<p>Public</p> <ul style="list-style-type: none"> Advertising presence Social Media

Figure 9 Internal and external communication

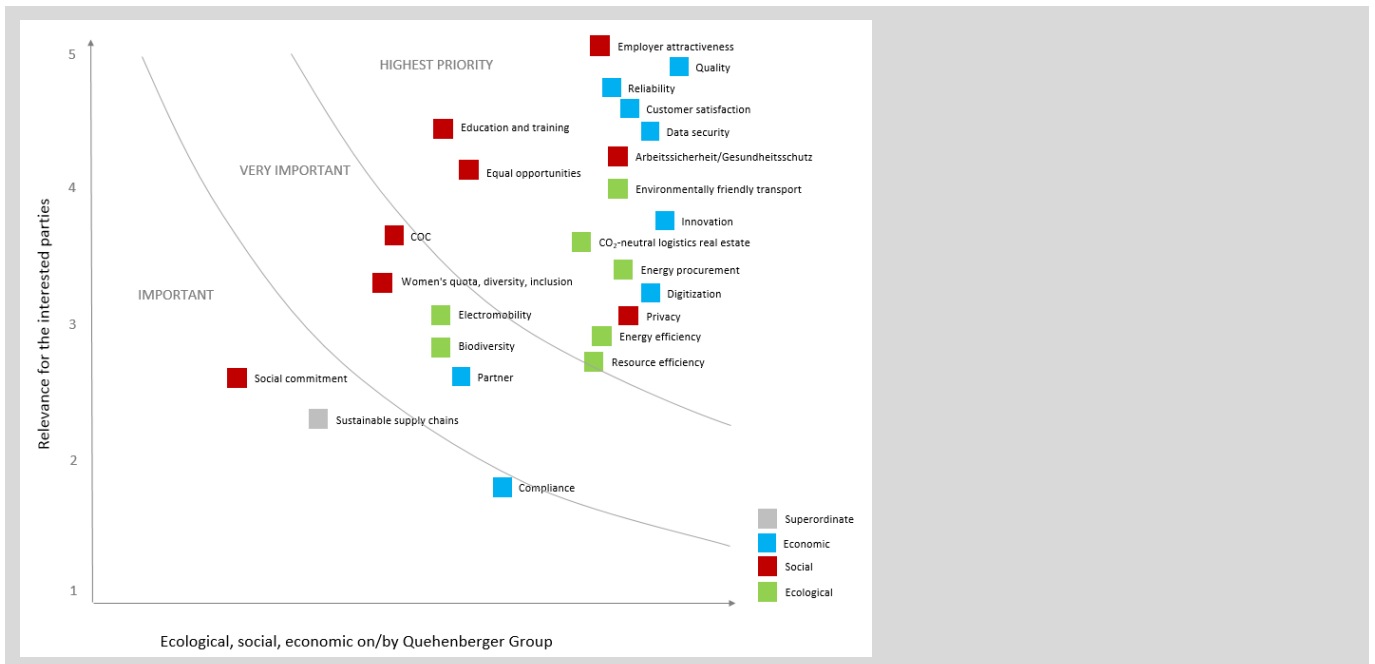


Figure 10 Impact and relevance - materiality

2.2. Risks and opportunities

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

Ecological	Social	Economic
<p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p> <p>The task force is rolled out to all thematic areas when necessary, and is considered the central crisis management unit.</p> <p>Diversity plays a big role in an industry with many nationalities. Therefore, the topic of diversity as well as integrity is very important.</p>	<p>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.</p> <p>Economic risks are the continuing competitive pressure or a possible recession due to the war in Ukraine.</p> <p>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.</p> <p>The overall long delivery times could also make business operations difficult in future.</p> <p>Sanctions against Russia and the war between Russia and Ukraine.</p> <p>Increasing danger of a blackout, which, depending on its length, would result in a corresponding threat to operations.</p>



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. Ecologically sustainable

As a responsible and forward-thinking company, it is important to us to play our part in environmentally friendly logistics. Especially in our industry, it is a big challenge to act sustainably.

Pollutant emissions, resource consumption and environmentally friendly disposal are issues we deal with every day.

With our economic activities, we strive for a development which "meets present needs without risking that future generations will not be able to meet their own needs in the same way".¹

Christian Fürstaller
CEO & Managing Partner


¹ source: Definition from 1987, Brundtland Report of the United Nations



That is why the vehicle fleet is the focus of our analysis. We control our fuel consumption and the resulting emissions. Reducing greenhouse gas emissions and air pollutants is our greatest challenge. We are proud to have gained efficiency in this area again this year and strive to continue to maintain and improve this high level.

When analysing the ecological environmental impact or the consumption of natural resources, we look at the following core indicators: Emissions, energy, water, materials, and waste.

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

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

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

<p>ENVIRONMENTALLY FRIENDLY TRANSPORT</p> <p>Increase the share of alternative drive systems in the truck fleet and in international transport.</p>	<p>CO₂-NEUTRAL LOGISTICS REAL ESTATE</p> <p>Build new buildings (owned) in a CO₂-neutral or climate-positive way.</p> <p>Conversion to LED lighting in existing properties.</p> <p>Expansion of photovoltaic systems.</p>	<p>RESOURCE EFFICIENCY</p> <p>Conscious use of resources through sustainable procurement.</p>
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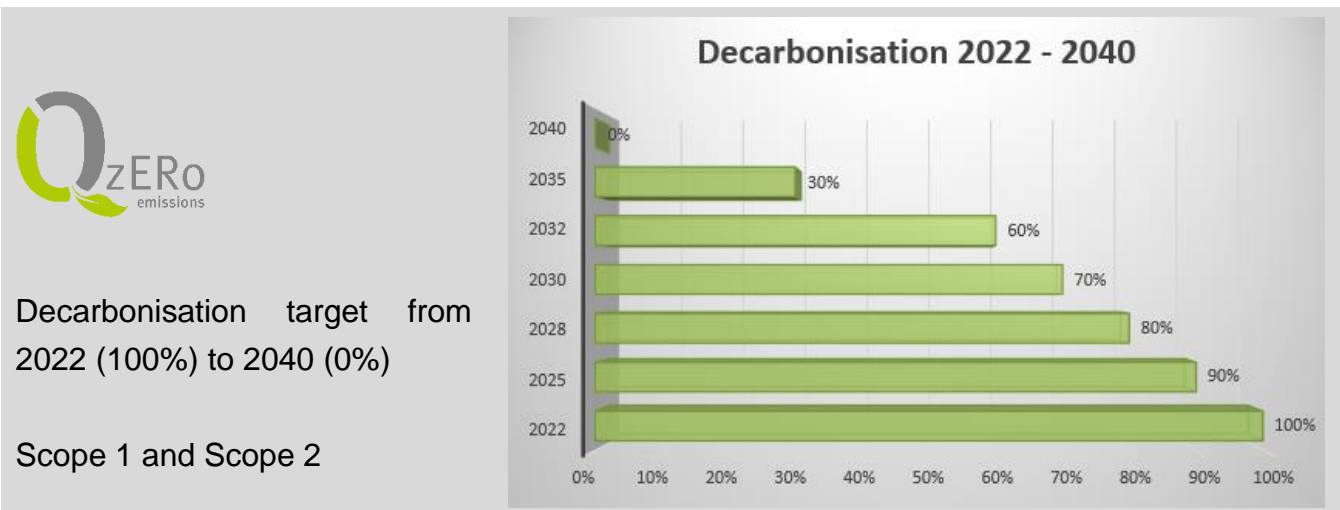


Figure 11 Q-zERo emissions and decarbonisation by 2040




For the **year 2023**, Quehenberger Logistics has set itself the following goals in order to make a significant "negative" contribution to global warming:

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 2023 basis	Reduce diesel consumption in own truck fleet by 2% per cent (l/100 km) based on 2023
Our own petrol stations are supplied with 3 million litres of HVO fuel, thereby reducing CO2 emissions by approx. 32%	
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 90% on the basis of 2023

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

3.2.1. Explanation of scope 1

<p>Scope 1</p> 	<p>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.)</p>
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3.2.2. Truck fleet direct CO₂ emissions: Figures and data

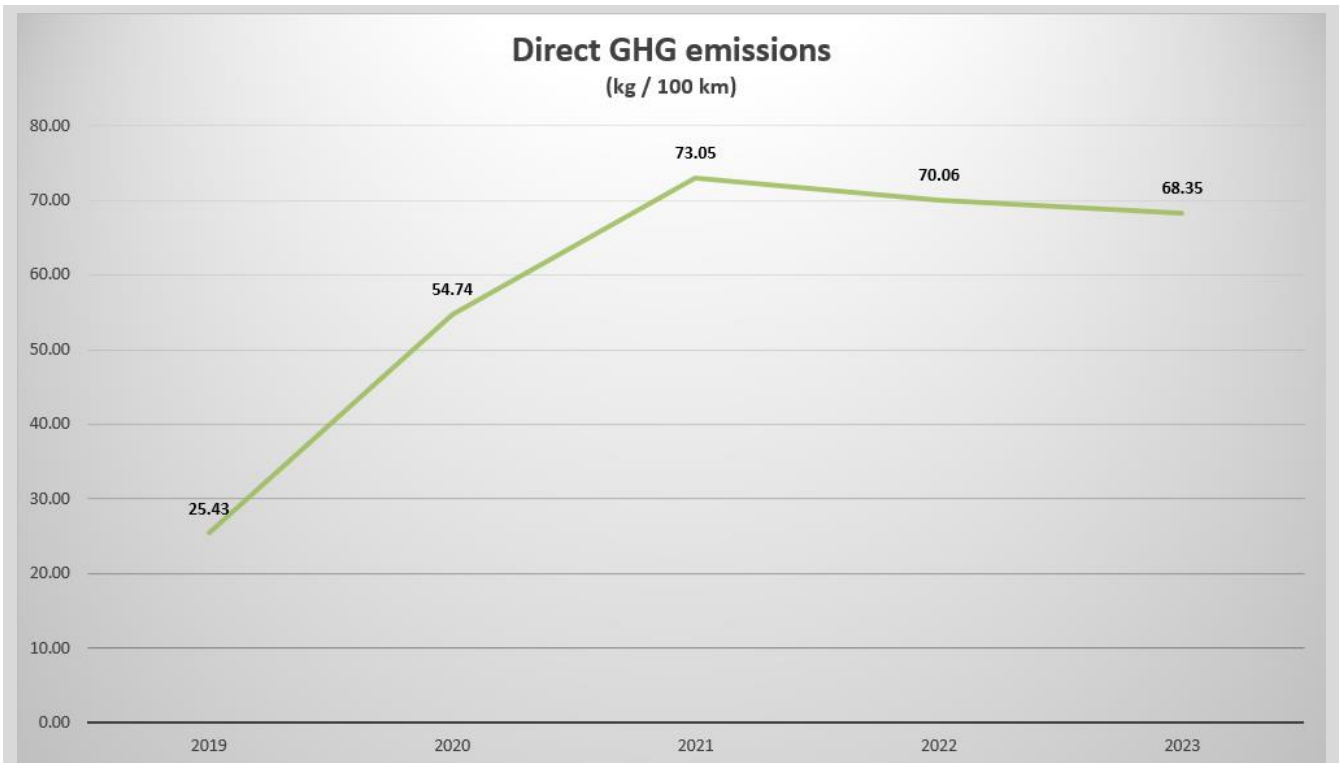
Carbon dioxide is the world's most common greenhouse gas (GHG) released by combustion processes and is therefore a major contributor to global warming. Through measures that are economically and ecologically compatible, we always strive to reduce CO₂ emissions.

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 CO₂ equivalent emissions per litre. Biodiesel, on the other hand, only emits 0.033 kg/l (according to the Austrian Federal Environment Agency).

Treibstoffverbrauch (l)	2017	2018	2019	2020	2021	2022	2023
Fossiler Diesel	16,578,206	6,386,299	3,329,951	4,972,267	7,605,251	8,420,483	7,707,489
Biodiesel	-	12,131,811	10,748,314	3,486,567			12,250
Summe Treibstoffverbrauch (l)	16,578,206	18,518,110	14,078,265	8,458,834	7,605,251	8,420,483	7,719,739
Gefahrene km			33,346,858	22,355,897	25,404,253	29,327,130	27,516,797
l / 100 km			42.22	37.84	29.94	28.71	28.05
Direkte THG Emissionen	2017	2018	2019	2020	2021	2022	2023
Direkte THG Emissionen (kg CO ₂)	40,450,823	15,946,524	8,479,775	12,236,928	18,556,812	20,545,977	18,806,677
Direkte THG Emissionen (kg / 100 km)	-	-	25.43	54.74	73.05	70.06	68.35


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




Direct emissions 2023:

Through our truck fleet we generated **18,806,677 kg of CO₂-equivalents** in 2023. This corresponds to **68.35 kg CO₂ per 100 km**.

Figure 13 Direct greenhouse gas emissions of truck fleet in kg of CO₂ equivalents per 100 km

	<p>Savings in direct CO₂-equivalents in 2023 through the use of the latest technologies: 1.71 kg CO₂ / 100 km This corresponds to a reduction of 2.44%.</p>
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	<p>Measure/ Goal 2024:</p>	<p>By using the latest technologies, we aim to achieve a 2% reduction in diesel consumption by 2024. We are also aiming to reduce CO₂ emissions by 32% by using 3,000,000 litres of HVO fuel for the fleet. Furthermore, in national transport, 2 e-trucks - 15 tonne and 3 e-trucks - 3 axle are used in national transport.</p>
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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 2023, these total emissions (direct scope 1 and indirect scope 3) from our own truck fleet activities comprised 23,740 tonnes CO₂ (3.2.2./3.4.2.)

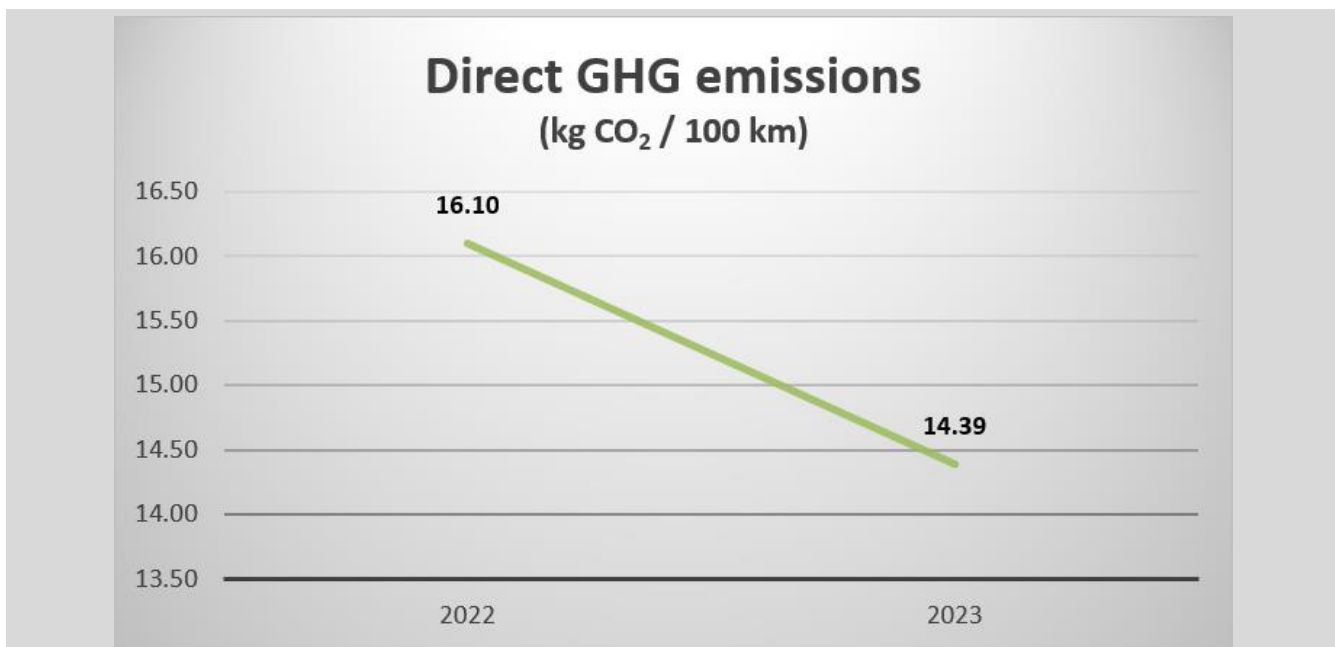
Our vehicles are stationed at the two fleet locations in Austria and the Czech Republic. Emissions refer to the emissions generated by these vehicles internationally.

3.2.4. Company car emissions direct CO₂equivalents: 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
Fuel consumption (l)	377,285	368,899
Driven km	5,719,015	6,256,580
l / 100 km	6.60	5.90
Direct GHG emissions	2022	2023
Direct GHG emissions (kg CO ₂)	920,576	900,114
Direct GHG emissions (kg / 100 km)	16.10	14.39


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




Direct emissions 2023:

Through our cars we generated **900,114 kg of CO₂-Äquivalente**.
This corresponds to **14.39 kg CO₂ per 100 km**.

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

	<p>Savings 2023 By using newer technologies, we have managed to reduce our fuel consumption per 100 kilometres despite the increased kilometres travelled.</p>
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	<p>Measure/ Goal 2024:</p>	<p>The use of additional 4 electric cars is planned for 2024.</p>
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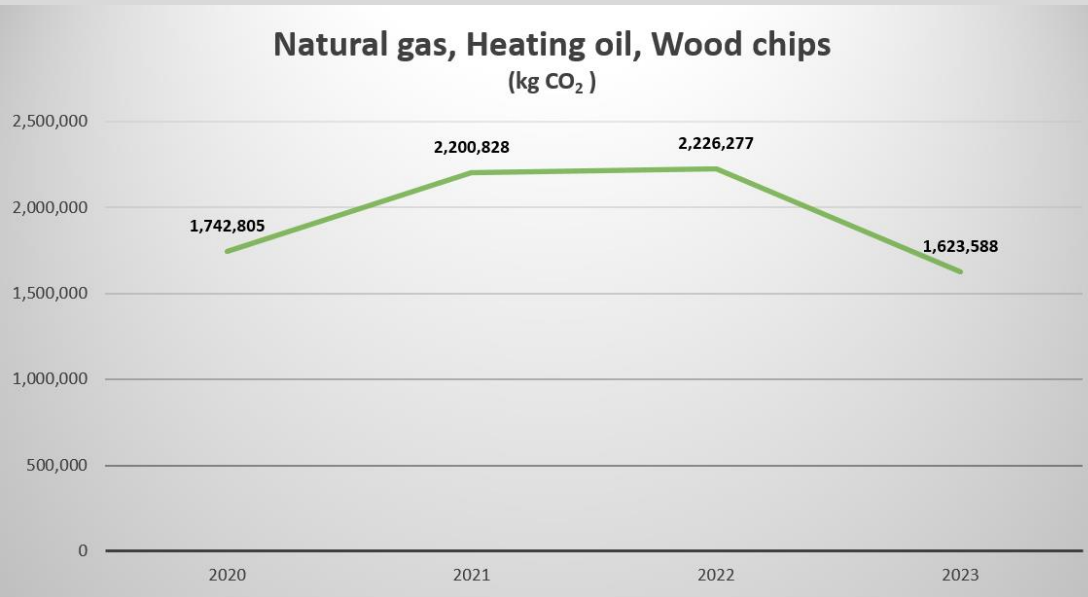
3.2.5. Natural gas, heating oil, wood chips: Figures and data

<p>Basis of calculation: (Austrian Federal Environment Agency)</p>	Natural gas:	[(kwh/kwh pro kg) / kg pro l] * kg CO ₂ pro l
		13,89 kWh/kg
		0,73 kg/m ³
		2,72 kg CO ₂ /m ³
	Heating oil:	(kwh/kwh pro kg) / kg pro m ³) * kg CO ₂ pro 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 pro 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
Consumption (kWh)	6,496,884	7,692,980	7,830,877	5,484,299
Surface area (m ²)			779,691	790,618
Direct GHG emissions (kg CO ₂)	1,742,805	2,200,828	2,226,277	1,623,588
Direct GHG emissions (kg CO ₂ / m ²)			2.86	2.05



Direct emissions 2023:

Through the use of natural gas, heating oil and wood chips we generated **1,623,588 kg of CO₂-Äquivalente** in 2023. This corresponds to **2.05 kg CO₂ per m²**.

Figure 16 Natural gas, heating oil and wood chips: consumption 2023



Comment on the reduction:

By reducing the heating temperature by 1 - 2° in some branches/countries and the generally mild winter, consumption was reduced accordingly.

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.

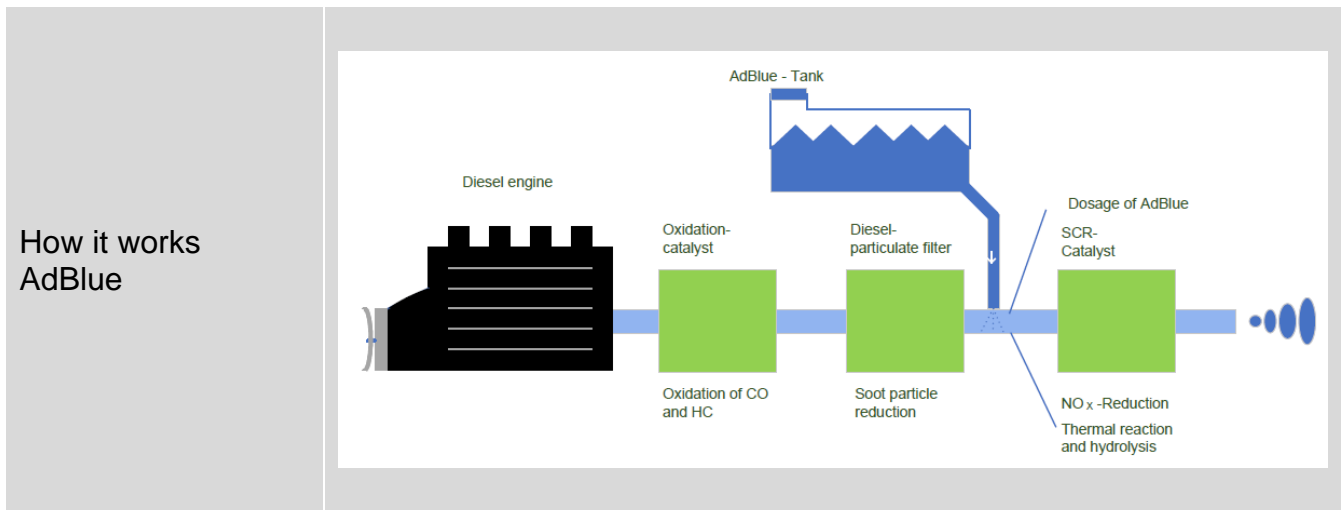


Figure 17 Schematic representation of how AdBlue works

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

Quelle: Quehenberger Logistics


 Euro Class	2020	2021	2022	2023
Euro VI	0	0	0	25
Euro VI c	151	117	89	20
Euro VI d	43	113	107	63
Euro VI e	0	0	26	124
Electro				1
Total	194	230	222	233

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 2023 we have been operating exclusively with vehicles in Euro classes VI. The vehicle fleet, i.e. the number of trucks, has remained more or less the same since 2019.



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.

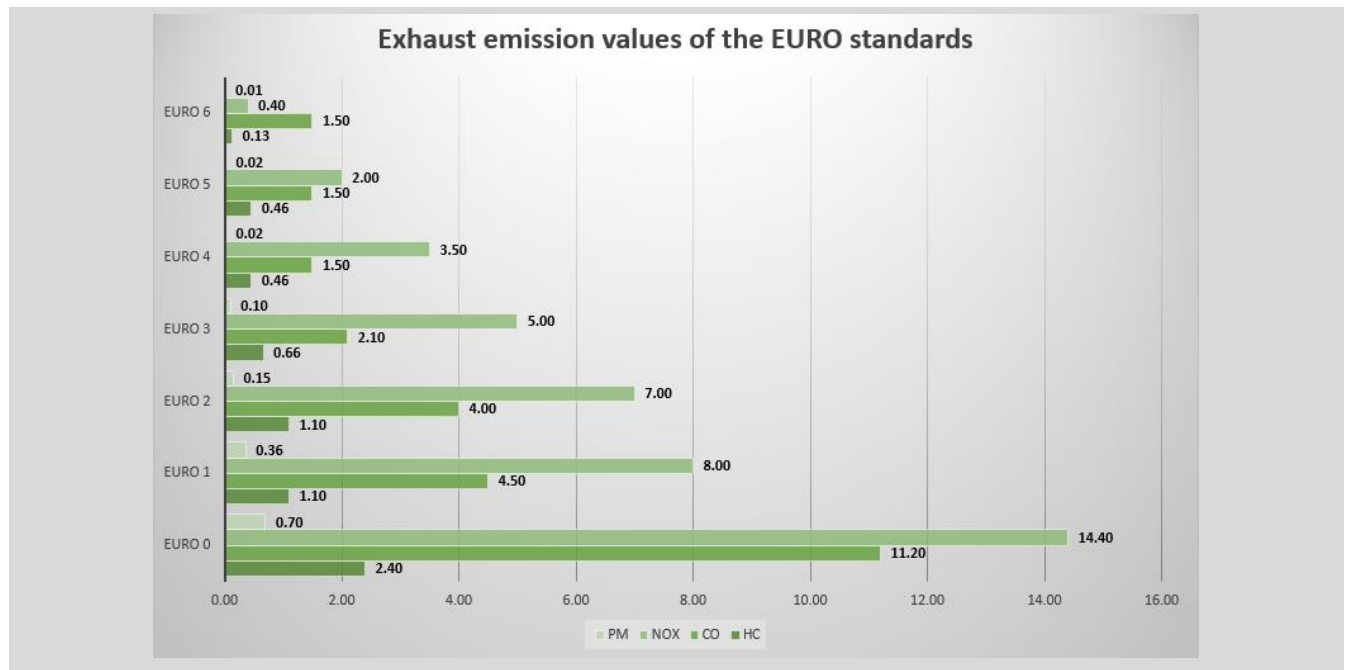



Figure 21 Graphic illustrating the development of the Euro classes and emissions

Data source: kfztech.de

3.2.8. Refrigerant

	<p>No refrigerants were replaced in our systems, so we had no direct Scope 1 emissions in 2023.</p> <p>The list of refrigerants is available at Security GmbH.</p>
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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.

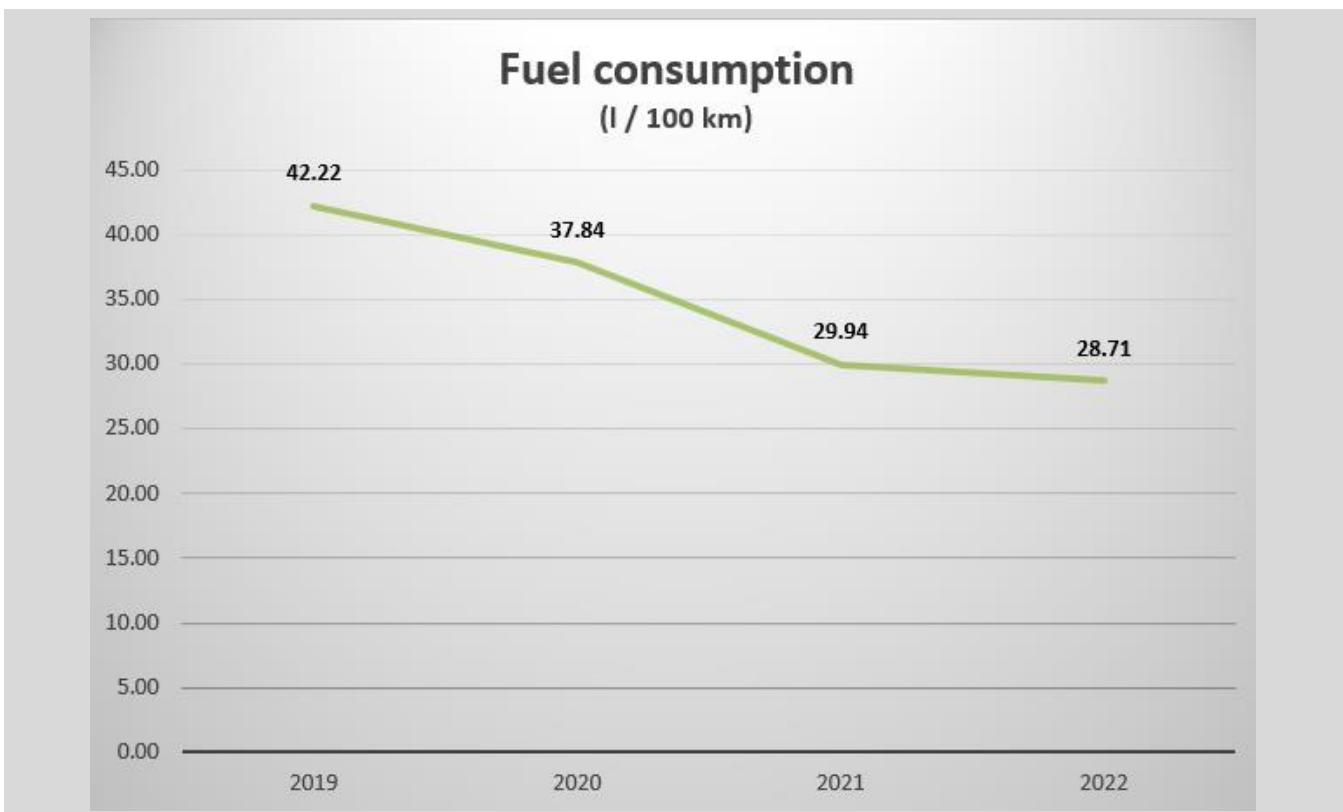


Figure 22 Fuel consumption - km driven by own truck fleet

Climate-neutral transports

From 2022 onwards, we will offer transport options in cooperation with our partner "GRYN" that can be carried out on a climate-neutral basis.

Climate protection projects are supported and promoted.

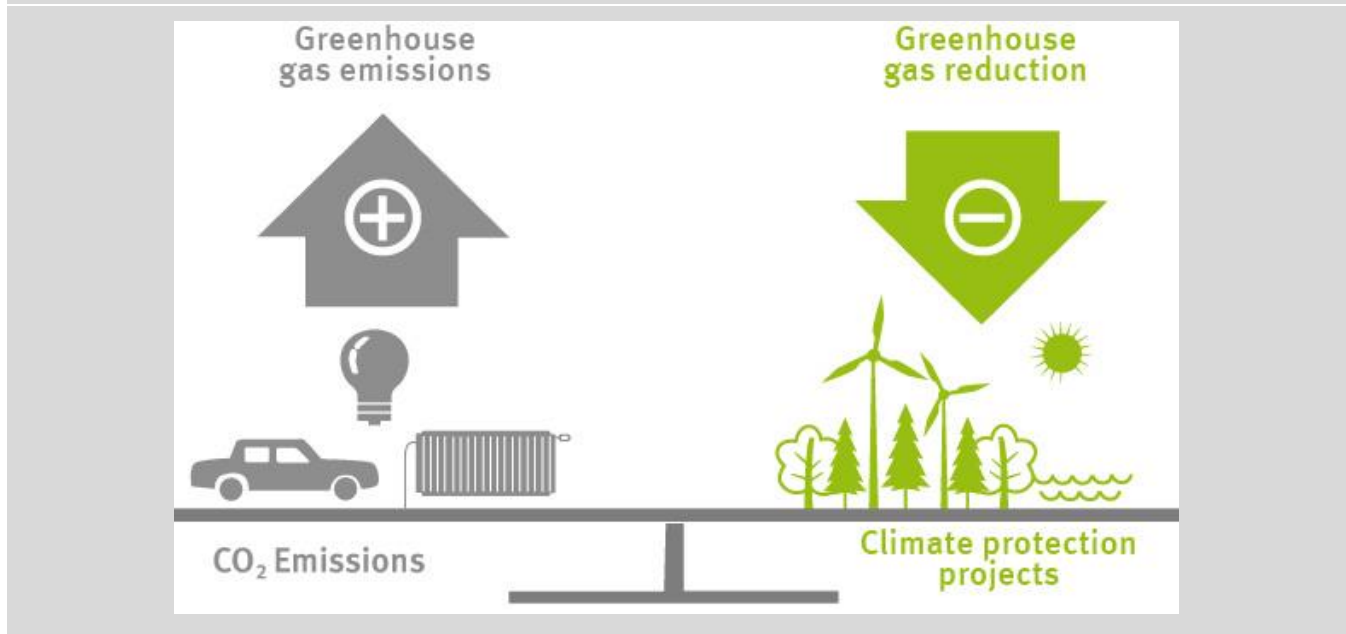


Figure 23 Climate-neutral transports

Source: Quehenberger Logistics

EcoDriving Trainer

Three of our **employees** have currently completed a trainer **course** to become EcoDriving **trainers** from climate active and are thus trained fuel-saving experts. In **2023**, we held **89 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 2023 was 97%. This is an improvement of 5% compared to the previous year.

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.

Tyre treads/wear

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

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

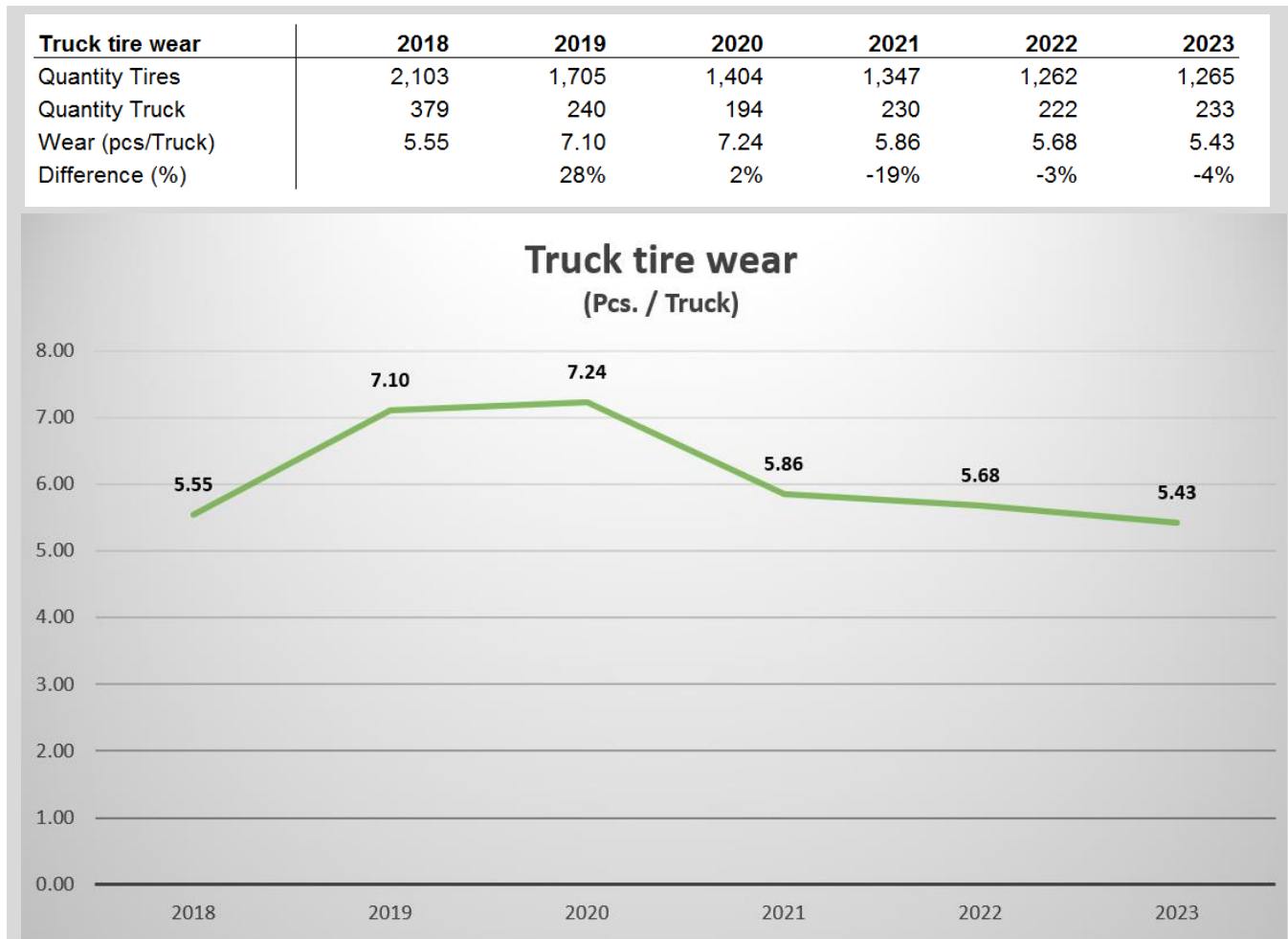


Figure 24 Truck tyre wear

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 14.4%, which we achieve through optimal coordination between our dispatchers and drivers.

	Goal 2024:	12%
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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	2022				
	Overall performance (kWh)	Own consumption (kWh)	Energy feed (kWh)	Savings (kg CO ₂)	
	Eberstalzell	132,430	96,352	36,078	25,294
	Strasswalchen	186,228	96,991	89,237	35,569
					60,864
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	2023				
	Overall performance (kWh)	Own consumption (kWh)	Energy feed (kWh)	Savings (kg CO ₂)	
	Eberstalzell	232,191	168,141	64,050	44,348
	Strasswalchen	170,922	95,714	75,208	32,646
	Bachstraße	92,083	63,204	28,879	17,588
					94,582

Figure 25 Records of photovoltaic system performance

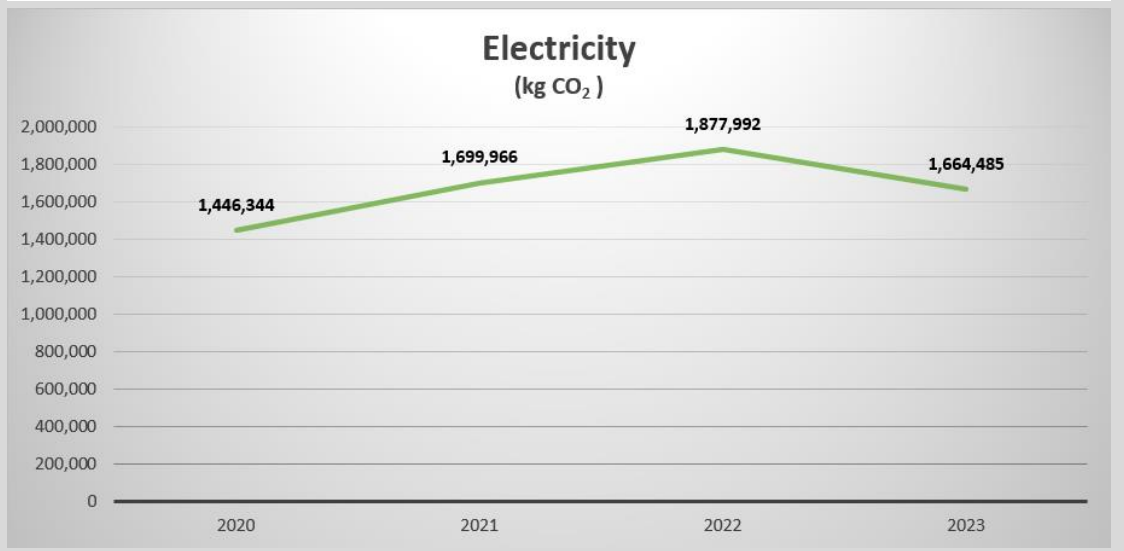
	Savings 2023:
	Our photovoltaic systems in Eberstalzell, Straßwalchen and Bachstraße enabled us to save 94,582 kg of CO₂-equivalents in 2023.

	Measure/ Goal 2024:	Test procedures for further PV systems are in progress.
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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
Consumption (kWh)	7,160,117	8,415,676	9,296,990	8,240,023
Surface area (m ²)			779,691	790,618
Indirect GHG emissions (kg CO ₂)	1,446,344	1,699,966	1,877,992	1,664,485
Indirect GHG emissions (kg CO ₂ / m ²)			2.41	2.11



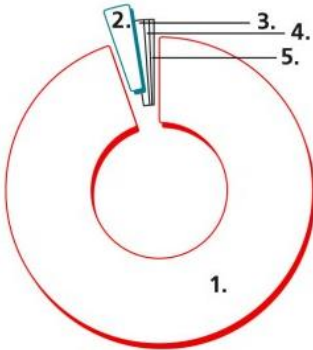
Indirect emissions 2023:
Through the electricity we generated **1,664,485 kg of CO₂-equivalente** in 2023.
This corresponds to **2.11 kg CO₂ per m²**.

Figure 26 Electricity consumption key figures for Quehenberger Logistics

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.

STROMKENNZEICHNUNG

gemäß § 78 Abs 1 und Abs 2 EIWOG 2010 und Stromkennzeichnungsverordnung 2022 – KenV 2022 für den Zeitraum vom 1.1.2022 bis 31.12.2022



Energieträger	Versorgermix in Prozent
1. Wasserkraft	94,84
2. Windenergie	2,76
3. Feste oder flüssige Biomasse	1,46
4. Sonnenenergie	0,62
5. Sonstige Ökoenergie	0,32
Erneuerbare Energien	100,00

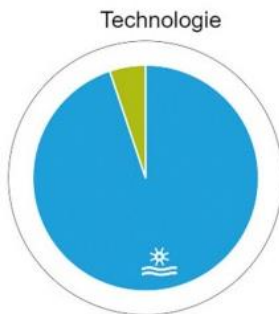
Bei der Erzeugung entstanden folgende Umweltauswirkungen

CO ₂ -Emissionen	0,00 (g/kWh)
Radioaktiver Abfall	0,000000 mg/kWh

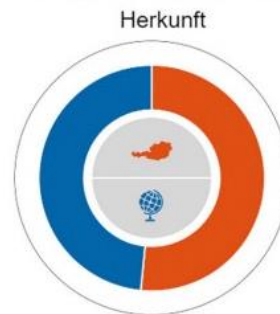
Die Nachweise stammen zu 51,56 % aus Österreich und zu 48,44 % aus Norwegen.

Stromkennzeichnung

Versorgermix 01-2022 bis 12-2022 Salzburg AG für Energie Verkehr und Telekommunikation



94,84 % aus Wasserkraft
5,16 % aus sonstigen erneuerbaren Energieträgern



51,56 % der Nachweise kommen aus Österreich
48,44 % der Nachweise kommen aus Norwegen

Die Darstellung der vollumfassenden Stromkennzeichnung für Ihre Energielieferung finden Sie unter: <https://www.salzburg-ag.at/strom/privat/stromprodukte.html>

überprüft durch E-Control

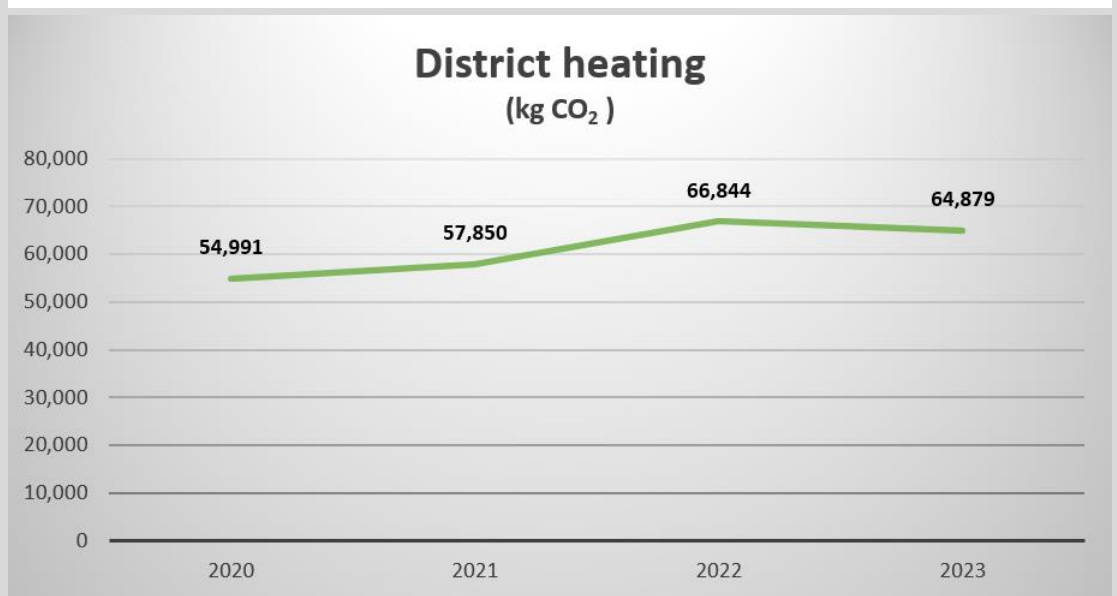
Figure 27 Electricity characterisation

Source: Salzburg AG

3.3.3. Energy consumption district heating: Figures and data

Basis of calculation:	0,191 kg CO ₂ /kWh Formula: kWh * kg CO ₂ /kWh
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District heating	2020	2021	2022	2023
Consumption (kWh)	287,909	302,882	349,967	339,681
Surface area (m ²)			779,691	790,618
Indirect GHG emissions (kg CO ₂)	54,991	57,850	66,844	64,879
Indirect GHG emissions (kg CO ₂ / m ²)			0.09	0.08



Indirect emissions 2023:
Through the use of district heating we generated **64,879 kg an CO₂-equivalente** in 2023.
This corresponds to **0.08 kg CO₂ per m²**.

Figure 28 District heating key figures for Quehenberger Logistics

3.3.4. Electricity consumption in electricity for an e-vehicle (car): Figures and data

The electricity consumption through the use of the e-cars since registration of the vehicles in 2023 is as follows:

	<p>Electricity consumption</p>	<p>for e-vehicles (passenger car) 21,738.75 kWh = 4,391 kg CO₂-equivalent</p> <p>per vehicle 314 kg CO₂</p>
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3.3.5. Electromobility as a replacement for combustion engines: Measure and facts

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.



Figure 29 E-truck for test operation

Source: Quehenberger MAN

In 2023, we had 3 MAN ETGE 3.5 tonne 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 Sprinter	63,554 km	9.71 l/100 km	6,171 l	257 g/km	16,353 kg CO₂

Figure 30 Sprinter key data and savings

As well as 1 Volvo FM 300 truck



Source: Quehenberger Logistics

Key data e-truck:

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 
1 Truck	31,424 km	28.05 l/100 km	8,814 l	743 g/km	23,358 kg CO₂

Figure 31 Key data on e-trucks and savings

In 2023, we replaced or used 2 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 2023:

3 pcs. VW ID 4		6 pcs. VW ID 3		1 pcs. AUDI E-TRON		Savings 
	Driven Kilometres	Ø Consumption Diesel vehicle	Saving	CO ₂ -output		
10 cars	194.378 km	6,8 l/100 km	13.218 l	106 – 132 g/km	23.422 kg CO₂	

Figure 32 E-car, 2023



The use of e-vehicles resulted in a **total saving of 63,133 kg of CO₂ in 2023.**

	Measure/ Goal 2024:	Planned savings by exchanging 4 cars (fossil fuels) for electric cars and 4 new 3-axle trucks and 2 trucks 15-tonne Total: 205,990 kg CO₂
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3.3.6. Facts and measures

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).



Since we are also an energy supplier through our petrol station, we report commercial energy-saving measures to the energy monitoring office every year.

These include, among others:

Renewal of 1/3 of the truck fleet
Driver training by EcoDriving trainers: In 2023, 89 trainings were conducted
LED lighting for new buildings and repairs
Some of the radiators will be equipped with thermostatic heads in 2024 to optimise temperature control and thus save energy
The entire warehouse in Graz will be converted to LED.
Use of 3,000,000 litres of HVO fuel for the fleet

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

3.4.1. Explanation of scope 3

<p>Scope 3</p>  	<p>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".</p> <p>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.</p> <p>Based on the financial transactions of the reporting company, the GHG Protocol distinguishes between upstream and downstream emissions for scope 3 emissions:</p> <p>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).</p> <p>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.</p>
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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 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
Fossil Diesel	16,578,206	6,386,299	3,329,951	4,972,267	7,605,251	8,420,483	7,707,489
Biodiesel	-	12,131,811	10,748,314	3,486,567			12,250
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
Driven km			33,346,858	22,355,897	25,404,253	29,327,130	27,516,797
l / 100 km			42.22	37.84	29.94	28.71	28.05

Indirect GHG emissions	2017	2018	2019	2020	2021	2022	2023
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
Indirect GHG emissions (kg / 100 km)	-	-	6.39	14.23	19.16	18.38	17.93

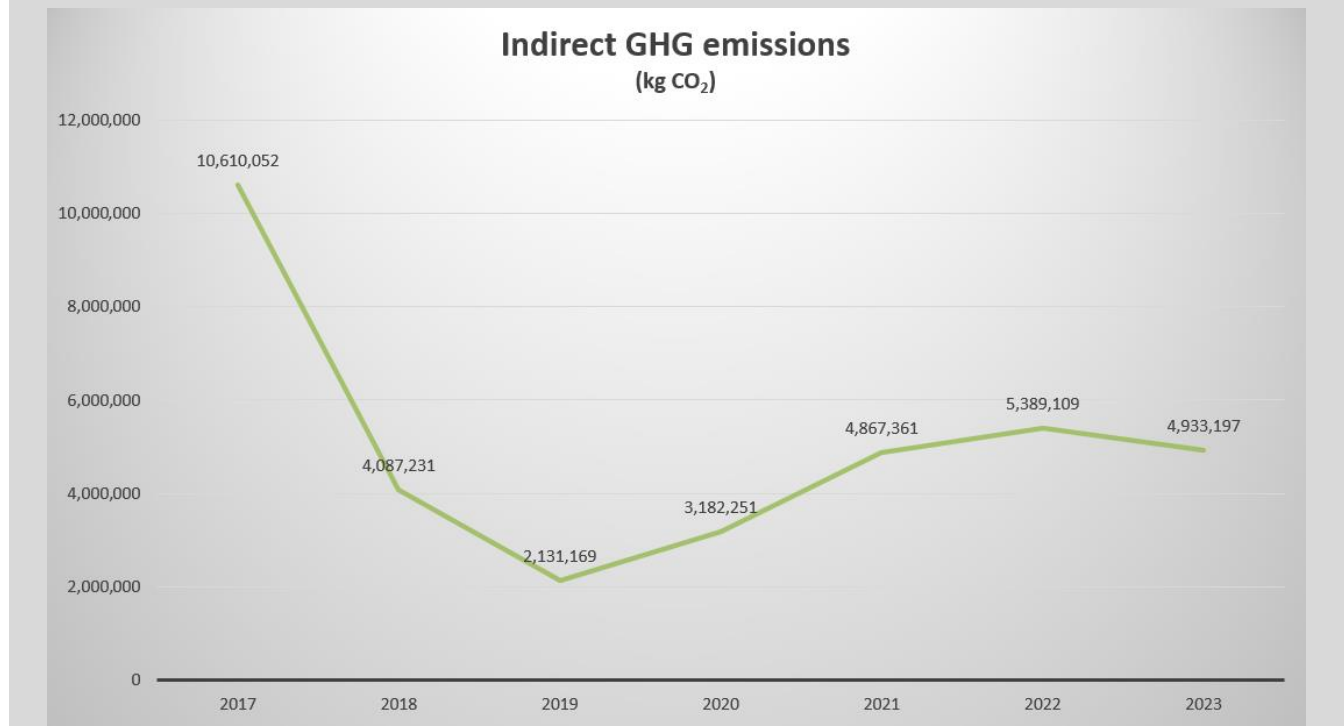
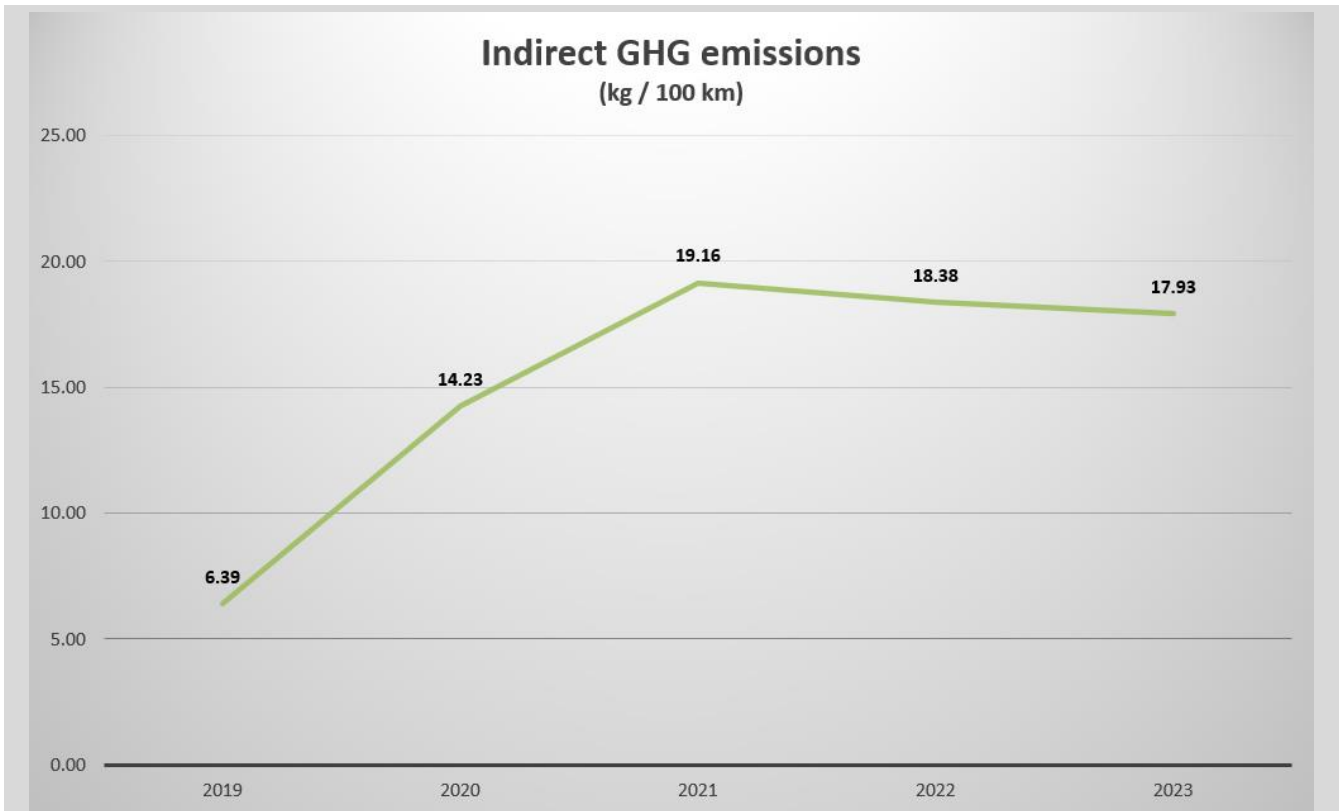


Figure 33 Indirect greenhouse gas emissions from the truck fleet in kg of CO₂ equivalents



Indirect emissions 2023:

Through our truck fleet we generated **4,933,197 kg of CO₂-equivalents** in 2023. This corresponds to **17.93 kg CO₂ per 100 km**.

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

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
Fuel consumption (l)	377,285	368,899
Driven km	5,719,015	6,256,580
l / 100 km	6.60	5.90
Indirect GHG emissions	2022	2023
Indirect GHG emissions (kg CO ₂)	241,463	236,095
Indirect GHG emissions (kg / 100 km)	4.22	3.77

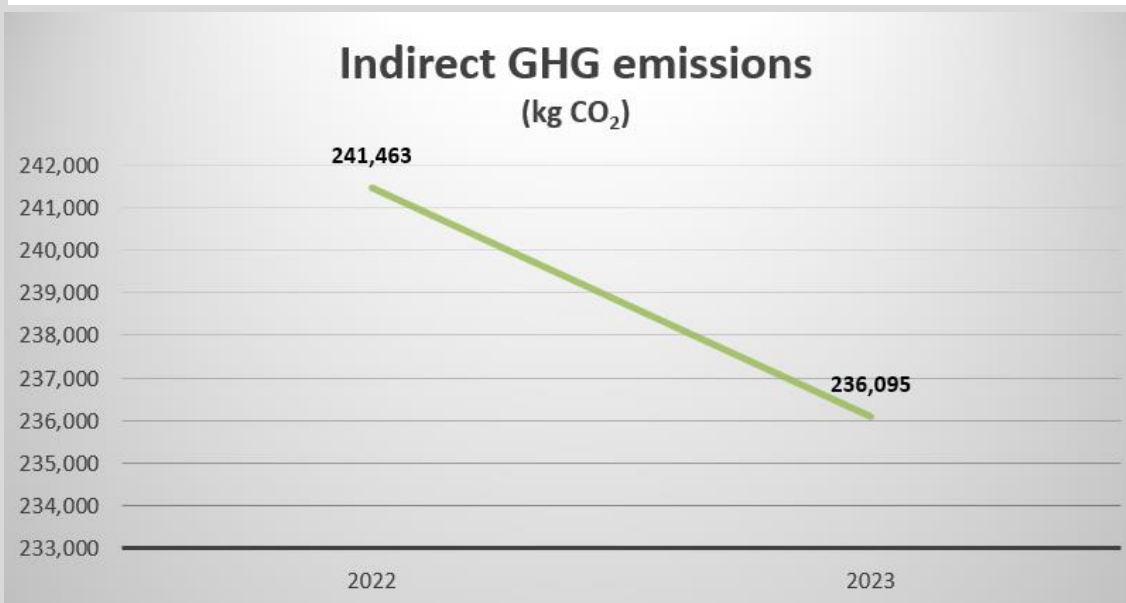
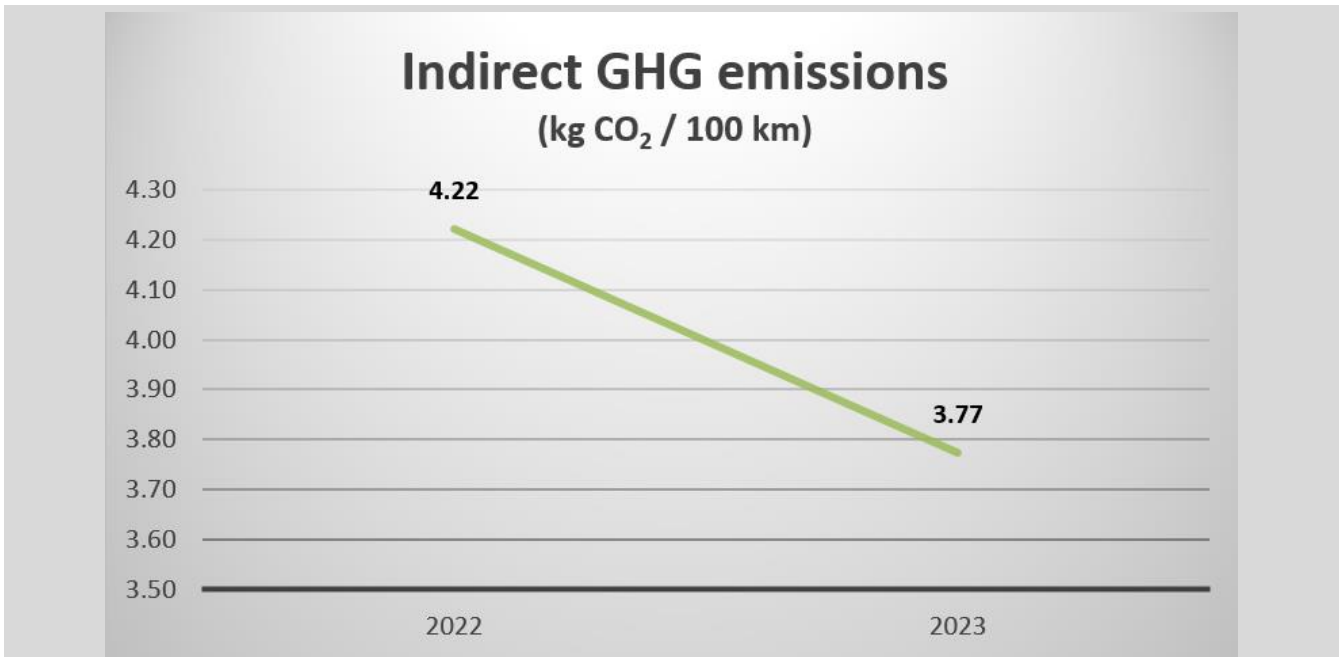


Figure 35 Indirect greenhouse gas emissions from company cars in kg of CO₂ equivalents



Indirect emissions 2023:

Through our company cars we generated **236,095 kg of CO₂-equivalents** in 2023. This corresponds to **3.77 kg CO₂ per 100 km**.

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



Savings 2023

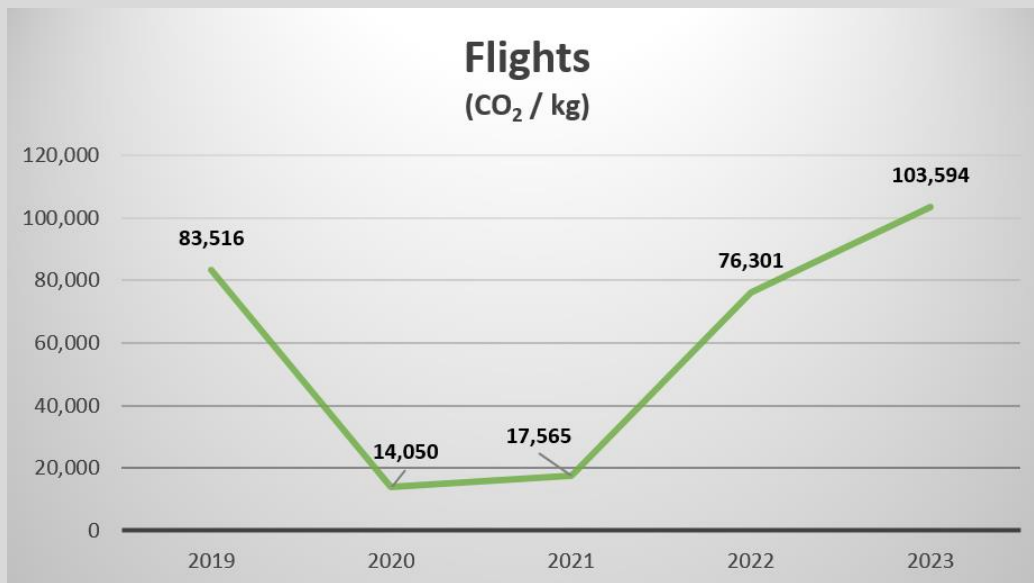
Despite covering more kilometres in 2023, our fuel consumption per 100 kilometres has been reduced.

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
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Flight Records	2019	2020	2021	2022	2023
km	351,296	59,909	79,661	293,790	519,798
mi	218,286	37,226	49,499	182,553	322,988
CO ₂ /kg	83,516	14,050	17,565	76,301	103,594



In 2023, we travelled a distance of **519,798 kilometres**.
This corresponds to a CO₂ equivalent of **103,594 kg**.

Figure 37 Flight data CO₂ and km, 2023

	<p>Explanation</p> <p>The increase in flights and CO₂ is due to the fact that the Eastern European countries were not yet in scope in the 2022 reporting year.</p>
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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
Commercial waste	832.4	573.3	586.8	587.4	556.8	565.7
Paper / cardboard	905.1	780.4	1046.4	793.0	906.4	767.0
Light fraction	143.4	138.9	201.3	138.6	145.3	112.9
Total (t)	1880.9	1492.6	1834.5	1518.9	1608.6	1445.6

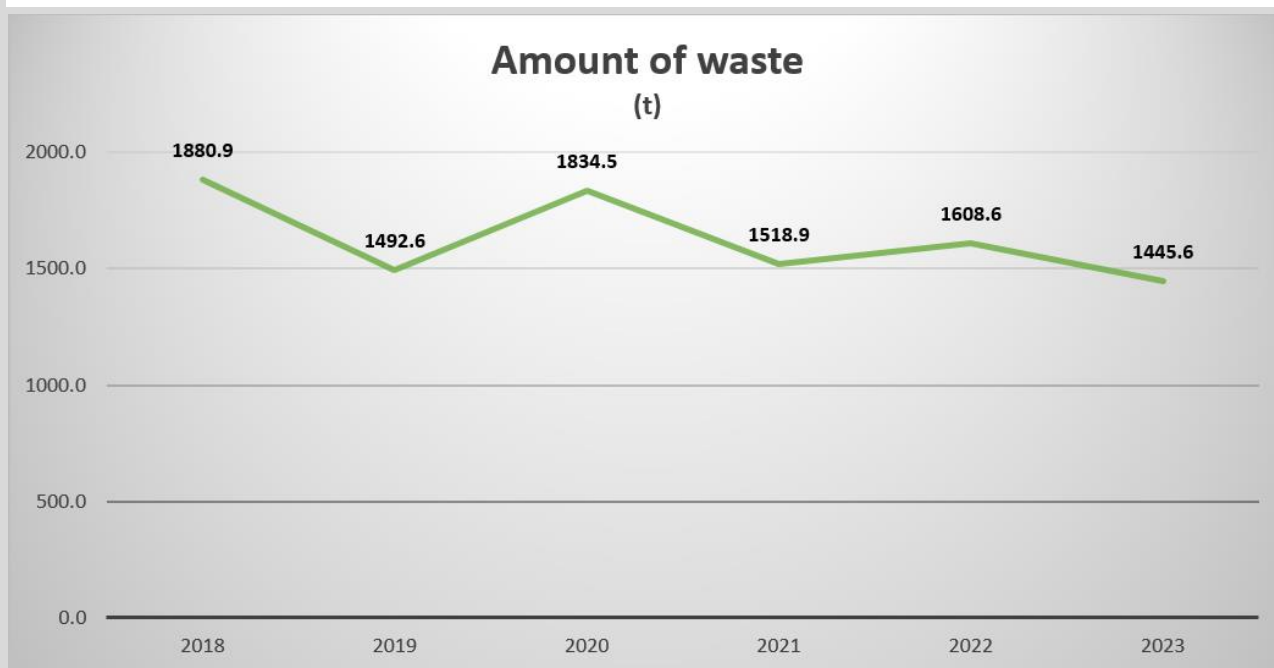



Figure 38 Amount of waste

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
Waste wood			4.0	11.7
Waste oil	9.28	23.42		46.8
Used tyres truck	8.4	8.082	7.572	7.59
Used car tyres	3.78	4.88	2.24	1.8
FE Scrap			15.05	22.6
Aluminium waste			0.87	3.8
Oil separator	5.4	5.82	3.56	3.0
Sand trap	3.46	5.28	5.8	8.1
Other repair centre waste	9.995	17.3	6.7	3.4
Total (tonnes)	40.3	64.8	45.8	108.7



Figure 39 Waste generation at the Straßwalchen repair centre in tonnes, 2023

	<p>Explanation</p> <p>The waste shown in the chart results in a total quantity of 108.7 tonnes.</p> <p>This represents an increase of 62.9 tonnes compared to the previous year. The increase can be explained by the following facts:</p> <p>Waste oil: No waste oil was disposed of in the 2022 reporting year, so the amount collected in 2022/2023 was disposed of in 2023.</p> <p>FE scrap: Desolate old shelving components had to be disposed of, which is why the quantity is 7 tonnes higher than in the previous year.</p>
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Used batteries are temporarily stored on the premises in a ventilated room. Aluminium, ferrous scrap, waste wood, cardboard and paper are recycled.

	<p>Measure/ Goal 2024:</p>	<p>Im Jahr 2024 wollen wir eine Reduktion um 3% des Gewerbeabfallanteils durch konzentrierte Mülltrennung und Behälteroptimierung in Relation zum Gesamtabfall erreichen. Ausgenommen von dieser Maßnahme sind von uns nicht beeinflussbare Abfälle im Auftrag des Kunden.</p>
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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 **2023, approximately 100,000 tonnes of recyclables were** transported. This is an **increase of 10,000 tonnes compared to 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 2,266 m³ of water in 2023.


	Water consumption	2023
	Vehicle preparation	72
	Washing line	1,805
	Repair centre	389
	Total (m³)	2,266

Figure 40 Water consumption inclusive washing line Straßwalchen

3.5.6. Miscellaneous material: Figures and data

Copy paper

Through progressive digitisation, we will be able to exploit reduction opportunities in this area in future.

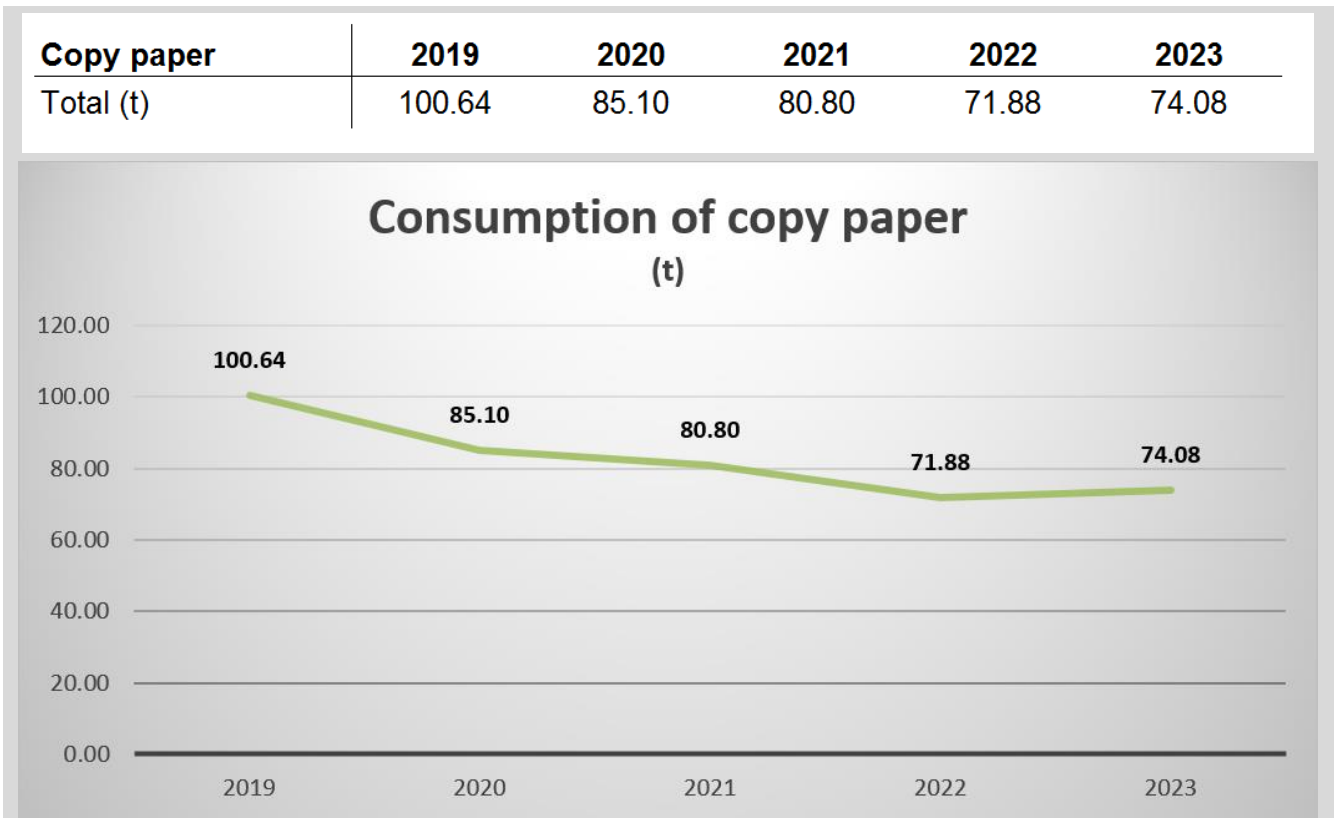


Figure 41 Consumption of copy paper Quehenberger Logistics

	<p>Measure/ Goal 2024:</p>	<p>The aim is to achieve savings of 5%.</p>
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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.

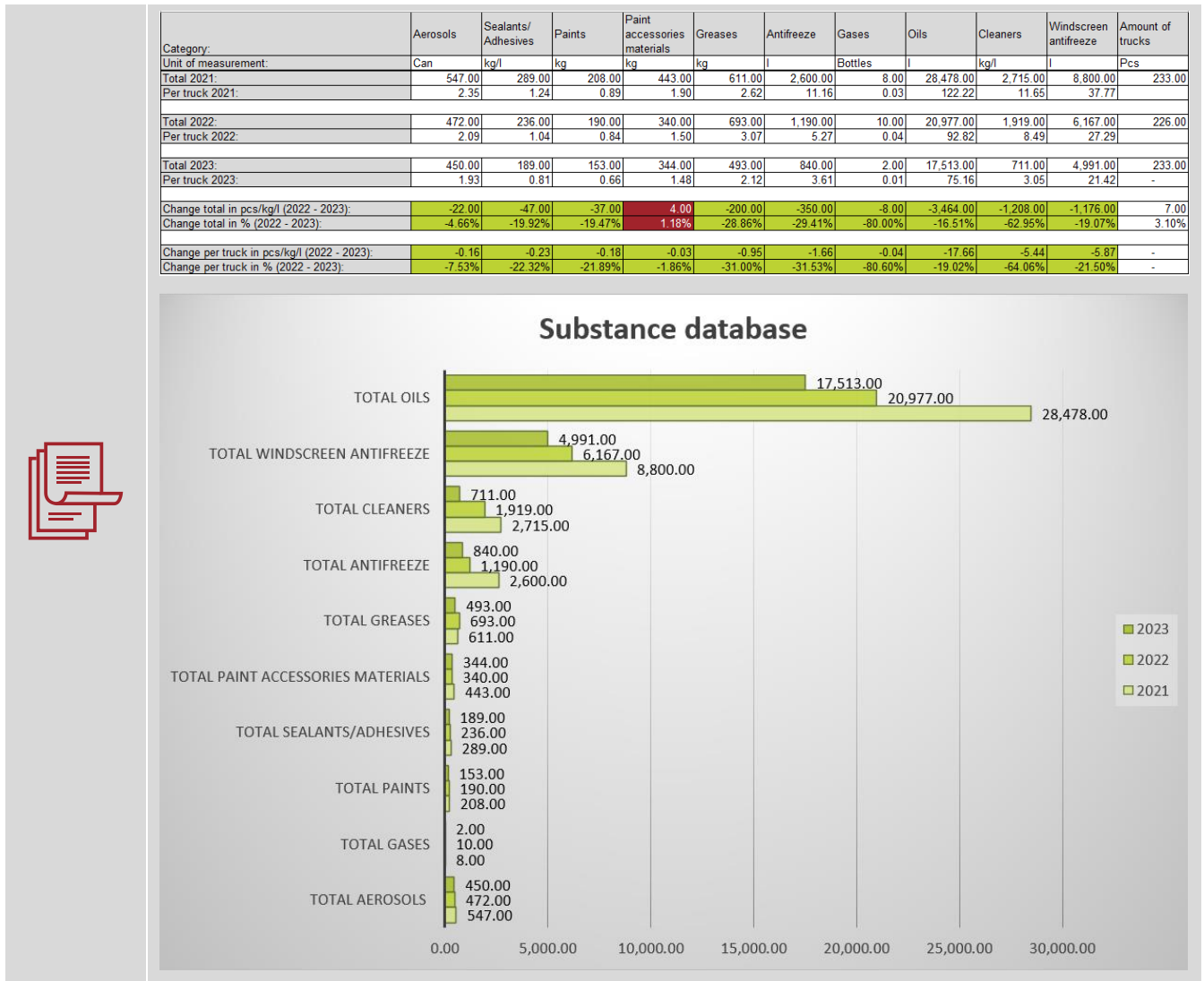


Figure 42 Consumption of hazardous substances by Quehenberger Freight

3.5.7. Create awareness and competence

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.

Once a quarter, environmentally relevant topics are discussed in the regular meetings. Furthermore, employees are required to attend an annual QeLearning training course on the topic of the environment.

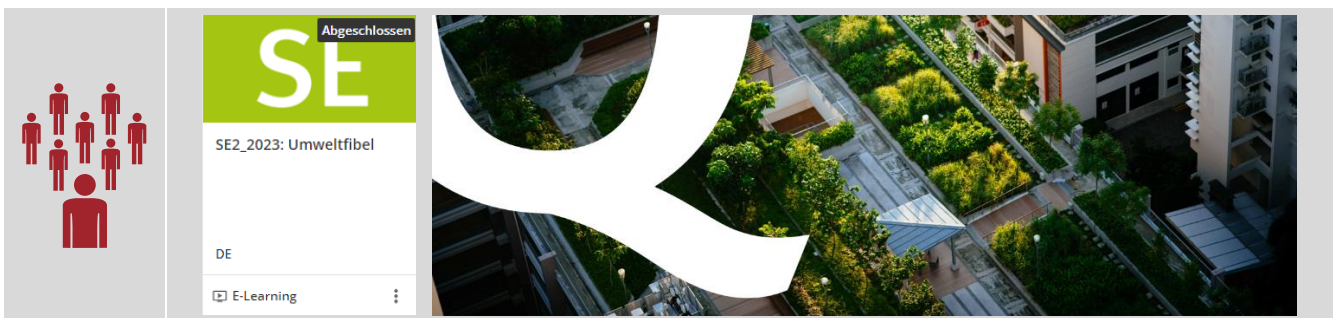


Figure 43 QeLearning

3.6. Summary total balance CO₂ equivalents

Scope	Priority	Consumption (V) Saving (E)	Topic	2022 CO ₂ -emissions	2022 in relation	2023 CO ₂ -emissions	2023 in relation	Difference absolut	Difference in relation	Target 2024
1	A	V	Own truck fleet Pt. 3.2.2.	20.545.977 kg CO ₂	70,06 kg / 100 km	18.806.677 kg CO ₂	68,35 kg / 100 km	-8,47%	-2,44%	-32%
1	B	V	Cars direct emissions Pt. 3.2.4.	920.576 kg CO ₂	16,10 kg / 100 km	900.114 kg CO ₂	14,39 kg / 100 km	-2,22%	-10,62%	-2%
1	A	V	Natural gas, heating oil, wood chips Pt. 3.2.5.	2.226.277 kg CO ₂	2,86 kg / m ²	1.623.588 kg CO ₂	2,05 kg / m ²	-27,07%	-28,32%	-1%
1	C	V	Refrigerant Pt. 3.2.8.	0 kg CO ₂		0 kg CO ₂				
2	A	V	Electricity Pt. 3.3.2.	1.877.992 kg CO ₂	2,41 kg / m ²	1.664.485 kg CO ₂	2,11 kg / m ²	-11,37%	-12,40%	-1%
2	C	V	Electricity for e-mobility Pt. 3.3.4.			4.391 kg CO ₂	313,64 kg / Vehicle			
2	C	V	District heating Pt. 3.3.3.	66.844 kg CO ₂	0,09 kg / m ²	64.879 kg CO ₂	0,08 kg / m ²	-2,94%	-6,69%	
3	A	V	Fleet indirect (well-to-wheel) emissions Pt. 3.4.2.	5.389.109 kg CO ₂	18,38 kg / 100 km	4.933.197 kg CO ₂	17,93 kg / 100 km	-8,46%	-2,45%	-2%
3	B	V	Total air travel Pt. 3.4.4.	76.200 kg CO ₂		103.594 kg CO ₂		35,95%		
2	C	E	Use of e-vehicles Pt. 3.3.5.	29.083 kg CO ₂		63.133 kg CO ₂		117,08%		226%
3	B	V	Cars indirect emissions Pt. 3.4.3.	241.463 kg CO ₂	4,22 kg / 100 km	236.095 kg CO ₂	3,77 kg / 100 km	-2,22%	-10,66%	
	C	E	Green Challenge	1.694 kg CO ₂		0 kg CO ₂		n/a		
1	C	E	Power generation photovoltaics Pt. 3.2.10.	60.864 kg CO ₂		94.582 kg CO ₂		55,40%		
	C	E	Home Office Pt. 4.10.	0 kg CO ₂		68.977 kg CO ₂				
	C	E	Meetings/Trainings Pt. 4.11.	kg CO ₂		43.293 kg CO ₂				
	C	E	Gourmet Dishes Pt. 4.5.8.	0 kg CO ₂		12.179 kg CO ₂				
		V	Total	31.344.438 CO ₂		28.337.020 CO ₂		-9,59%		
		E	Total	91.641 CO ₂		282.164 CO ₂		207,90%		
			TOTAL output	31.252.797 CO ₂		28.054.856 CO ₂		-10,23%		

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:

<input checked="" type="checkbox"/>	contributes to sustainable development, including health and well-being of society
<input checked="" type="checkbox"/>	takes into account the expectations of interested parties
<input checked="" type="checkbox"/>	complies with applicable law and international standards of conduct
<input checked="" type="checkbox"/>	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 27 different nations in Austria alone.

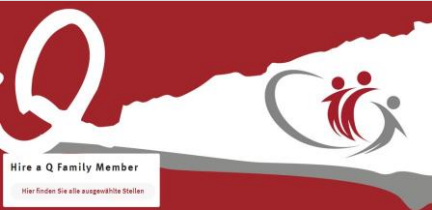
4.2. Attracting talent

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
	3 employees

4.3. Increasing qualification and competence

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

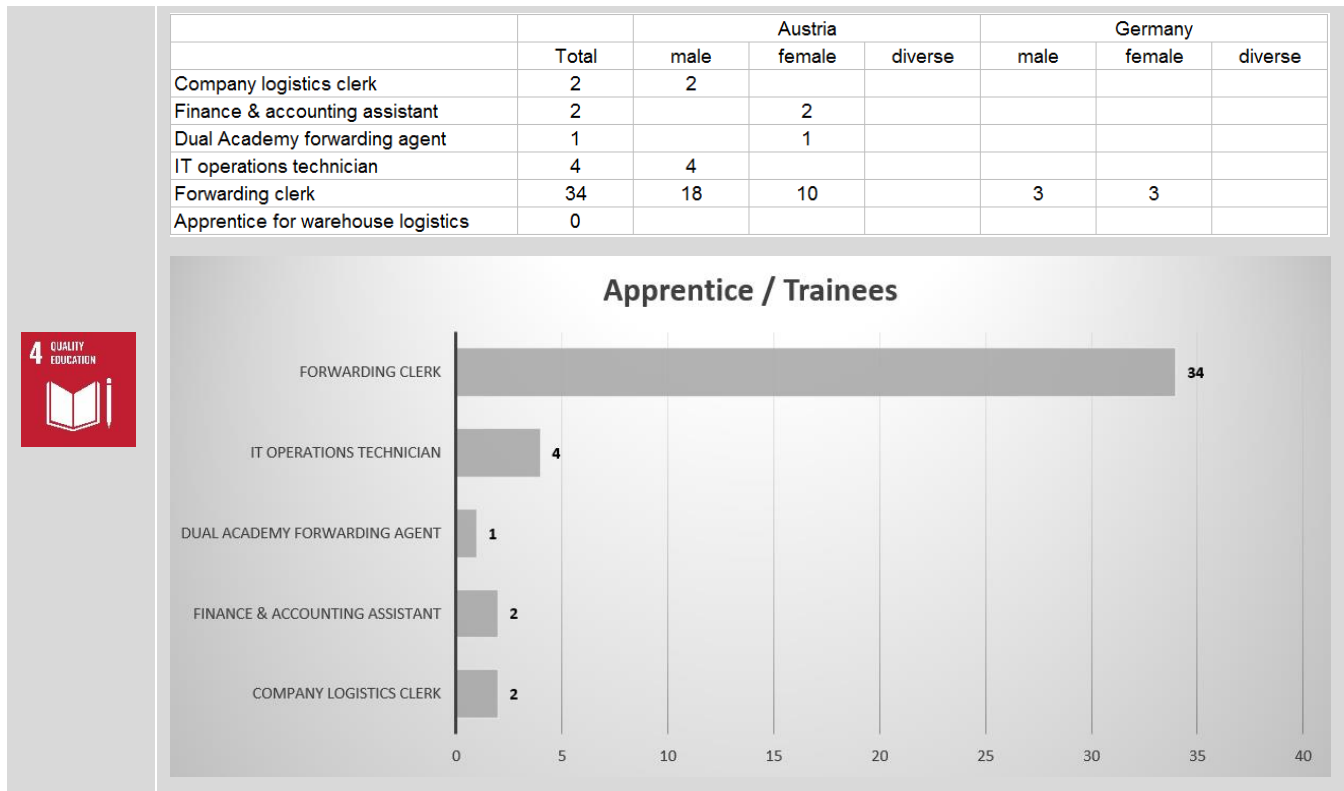



Figure 44 Apprentices in their apprenticeship branches


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 2023** The 2023 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	2,485	198	172	28,262	15,956	12,307

Figure 45 Facts & Figures Trainings, Education und QeLearning

 **Facts & Figures 2023** **Total hours** of face-to-face and online training plus QeLearning: **28,262 hours**

 **Objectives for 2024:** The number of training hours for operational employees is to be increased by 10%. The QeLearning platform will be expanded to include a further 3 specialised areas in order to further deepen specialist knowledge and the internal transfer of expertise.

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. Unfortunately, this had to be dispensed with in 2020/2021 due to the pandemic.

There are already a number of applicants who would like to take part in the programme for 2024.

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.

4.5. 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** "QActive – 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. QActive



Our QActive 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.

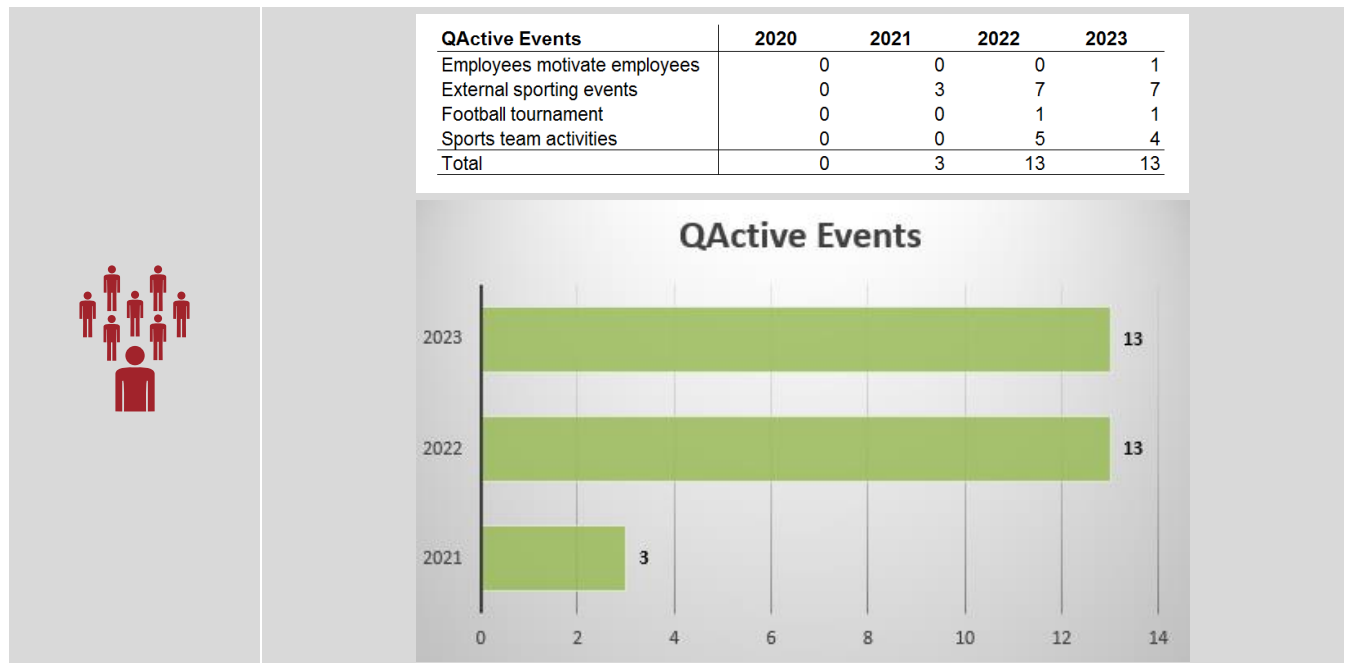


Figure 46 QActive events

4.5.2. Employees motivate employees

Minigolf was played in Straßwalchen as part of our QActive campaign "Employees motivate employees".

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 € 34,350 was once again donated to the organisation "Children have a future".
Table tennis tournament	
Skopje Marathon	
Charity Relay Race	
	Our colleagues from Poland took part in the 11th edition of the #BiegFirmowy2023 relay race.
MSC & Medlog Football Tournament	
Prologis Football Tournament Bratislava	
	Our colleagues from Slovakia were able to take part in the Prologis football tournament in Bratislava this year and even took home the trophy.

4.5.4. Football tournament in Straßwalchen



Those who know our company know that we are very attached to football. In previous years, our **employees from all countries** met once a year for a joint football tournament. This tradition was taken up again and so a tournament was also held in the summer of 2023.



Figure 47 Football tournament Straßwalchen, 2023

Quelle: Quehenberger Logistics

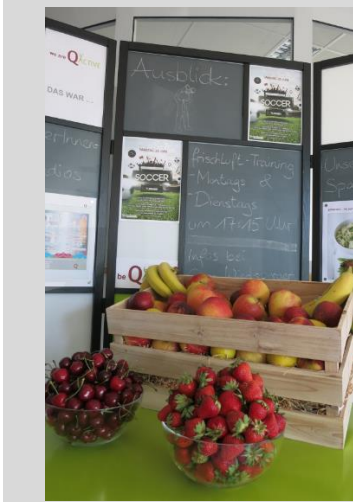
4.5.5. Sports Team activities

To combine sport and networking, our teams organised skiing and hiking days in the mountains or an exciting evening of bowling.

For example, our colleagues from Macedonia took part in a mountain tour in the Shara Mountains at an altitude of 2,398 metres.

Our colleagues from Slovakia were able to choose between a day of skiing or a visit to a thermal spa.

4.5.6. Healthy corner



There is a "healthy corner" in 40% of our locations. Here, a basket of organic, regionally packaged fruit is offered once a month or more often.

Figure 48 Healthy corner

Source: Quehenberger Logistics

4.5.7. Healthy food at in-house events

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	2023
Average CO ₂ value of a Gourmet meal	2.21
Average CO ₂ value of another meal	2.97
Annual CO ₂ value of the Gourmet meals	35,619.00
Annual CO ₂ value of the other meals	47,798.40
Saving (kg CO₂)	12,179.40

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 2023

The potential savings were **12,179.40 kg CO₂**.

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.

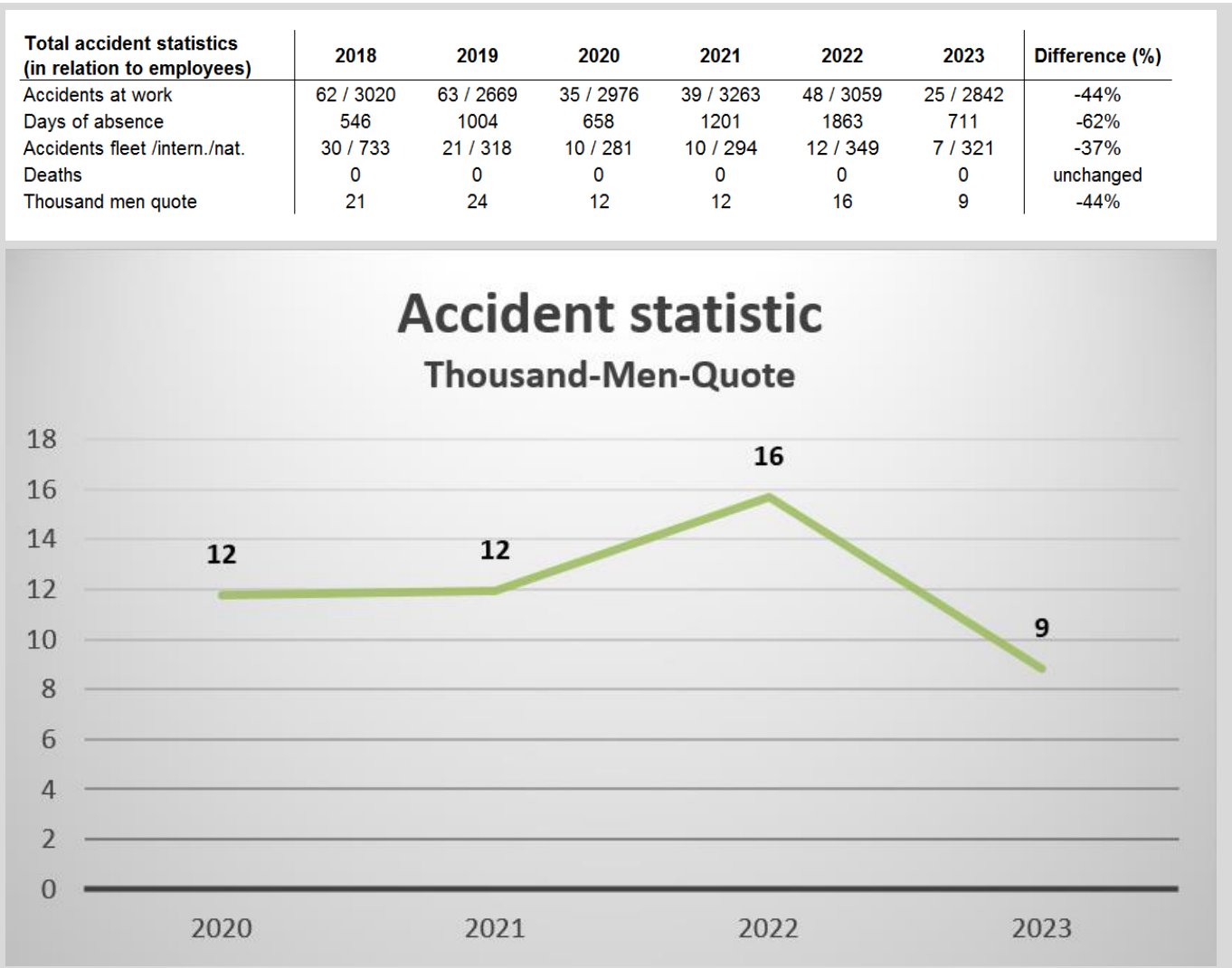


Figure 50 Accident statistics of Quehenberger Logistics

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

	<p>Measure/ Goal 2024:</p>	<p>In 2024, we want to achieve a further 5% reduction in days of absence.</p>
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4.6.2. Near misses / unsafe acts

	<p>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.</p> <p>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.</p>
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Source: Quehenberger Logistics

Figure 51 Unsafe Acts Prevention

	<p>Measure/ Goal 2024:</p>	<p>Establishments with a warehouse or transshipment centre must report at least 3 unsafe acts in order to prevent work-related injuries/accidents.</p>
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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.	✓ <small>(depending on the size of the branch)</small>	✓	✓
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.	✓	✓	
QSE report item 15	Staff/employees can voice their opinions and concerns and report them to QSUVNL 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 65:35**

Managers (including team leaders)											
	Germany	Austria	Hungary	Czech Republic	Slowakia	Poland	Croatia	Macedonia	Bulgaria	Romania	Total
Percentage of people in an organization's governance bodies in each of the following diversity categories											
male [%]	85%	76%	71%	80%	50%	50%	68%	83%	50%	34%	65%
female [%]	15%	24%	29%	20%	50%	50%	32%	17%	50%	66%	35%
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 [%]	14%	5%	6%	0%	14%	0%	11%	0%	17%	24%	9%
30 – 50 years old [%]	36%	63%	81%	90%	75%	100%	76%	83%	70%	62%	74%
over 50 years old [%]	50%	48%	13%	10%	11%	0%	13%	17%	13%	14%	19%
Other diversity indicators such as minorities or vulnerable groups, if applicable											
Vulnerable groups [%]	0%	5%	0%	0%	6%	0%	0%	0%	0%	0%	1%
Total employees (incl. managers)											
	Germany	Austria	Hungary	Czech Republic	Slowakia	Poland	Croatia	Macedonia	Bulgaria	Romania	Total
Percentage of employees per employee category in each of the following diversity categories											
male [%]	79%	67%	66%	92%	40%	50%	63%	62%	49%	40%	61%
female [%]	21%	33%	34%	8%	60%	50%	37%	38%	51%	60%	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 [%]	27%	26%	15%	4%	17%	0%	32%	23%	17%	24%	19%
30 – 50 years old [%]	52%	49%	67%	37%	63%	100%	49%	58%	69%	53%	60%
over 50 years old [%]	21%	25%	18%	59%	21%	0%	18%	19%	14%	23%	22%
Other diversity indicators such as minorities or vulnerable groups, where applicable											
Vulnerable groups [%]	0%	1%	0%	0%	5%	8%	2%	0%	0%	0%	2%

Figure 52 Diversity employees

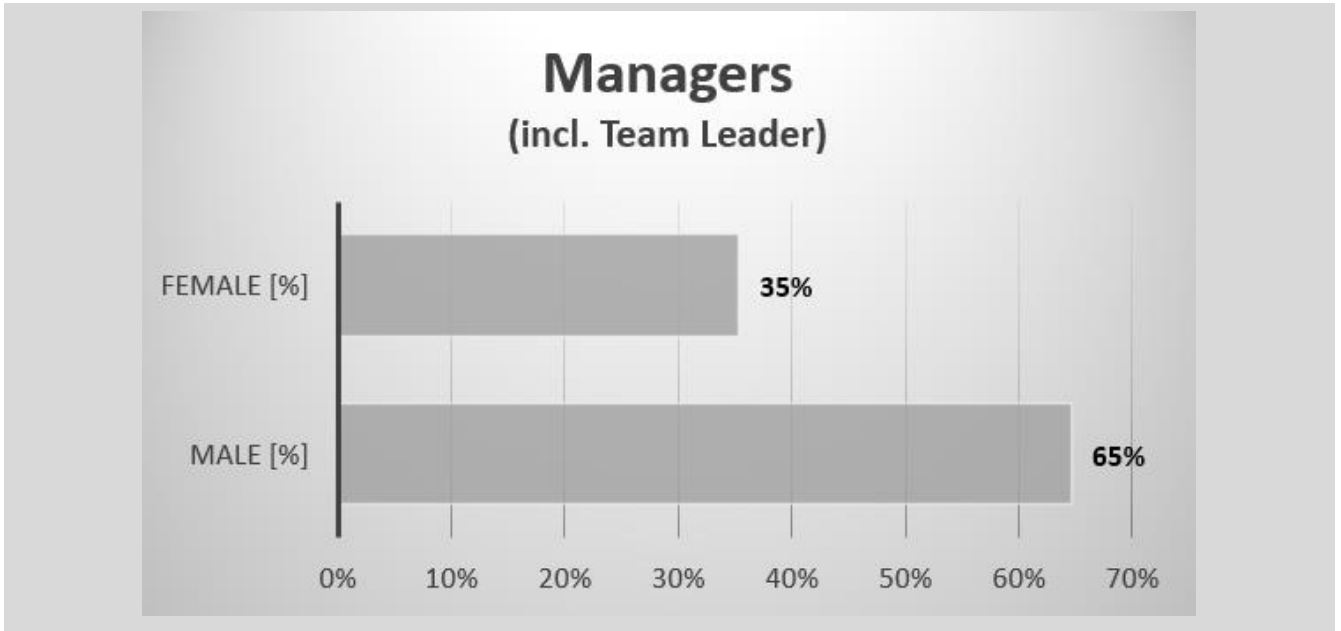


Figure 53 Diversity Managers (incl. Team Leader) by gender

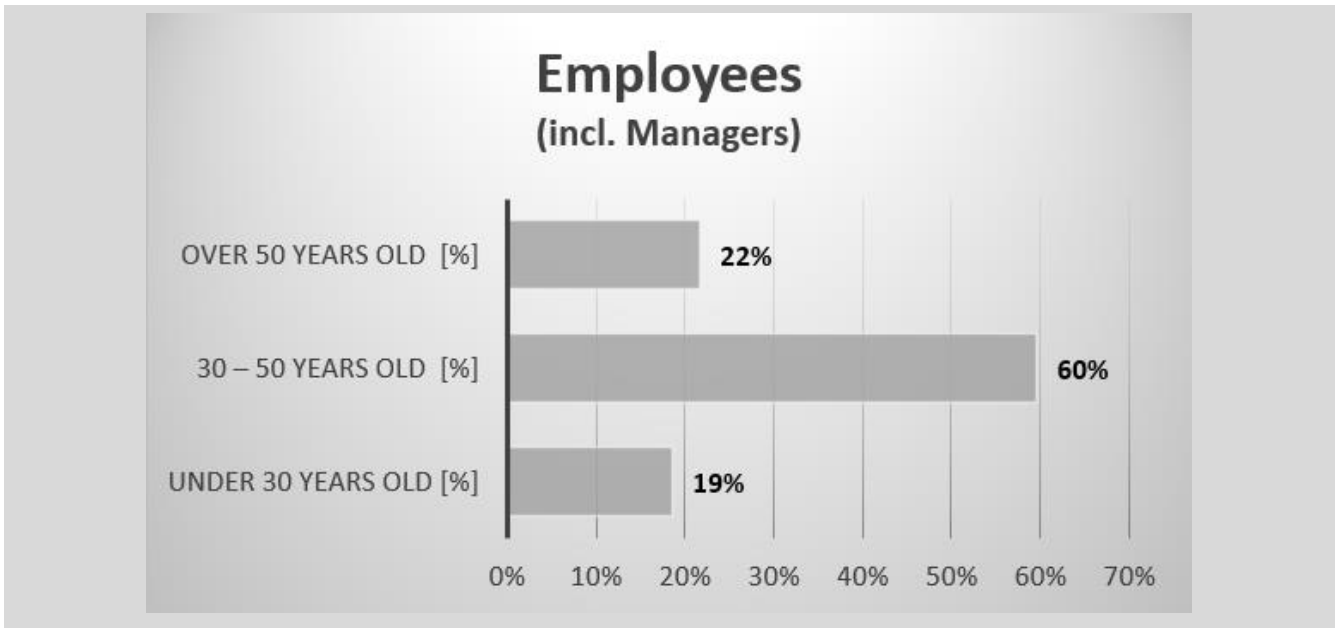


Figure 54 Diversity employees (incl. Management) by age group

4.8. Commitment to the common good

4.8.1. School tours



Guided tours for school classes take place at our company from time to time. We want to give young students an insight into the working world and help them find a career.

4.8.2. Christmas cards



Every year, Quehenberger Logistics supports the Society of Austrian Children's Villages (Gesellschaft Österreichischer Kinderdörfer - GÖK) in Salzburg by purchasing Christmas cards. These are sent to our customers, suppliers and partners throughout the Group.

Figure 55 Christmas cards Quehenberger Logistics

Quelle: Quehenberger Logistics

4.8.3. Football camps for children



The Rasselbande team in Austria organises and designs a movement school and football camps for children: "It is particularly important for pre-school children to acquire a variety of relatively simple movement skills, as these later serve as a starting point for all sports" (Franz Aigner, founder of Rasselbande). As one of the main sponsors, Quehenberger Logistics has made a significant contribution to the maintenance of the Rasselbande since 2014. More information at <http://www.rasselbande.at/>

Figure 56 Rasselbande

Quelle: Website Rasselbande

4.8.4. Gifts of hope


	<p>"Weihnachten im Schuhkarton" [Christmas in a Shoebox] is the world's largest charitable gift-giving campaign. Quehenberger Logistics DE has been supporting this campaign for several years and organises the transport to Eastern Europe in addition to other tasks. Our customs department handles export formalities to third countries. The trucks are tracked by GPS so that donors can follow the journey of their parcels.</p>
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Figure 57 Christmas in a shoebox

Quelle: Quehenberger Logistics

4.8.5. Blood donation campaign


	<p>One donation can save up to three lives, yet unfortunately there are fewer blood donors. That's why it's important for us to show our commitment!</p> <p>In 2023, we took part in a blood donation campaign organised by the Salzburg Red Cross twice and donated blood.</p>
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Figure 58 Blood donation campaign Quehenberger

Quelle: 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 .
-----------------------	--

Home Office	2023
Number Home Office days	3,280
Number of days employees present	78,434
Home office quota	4%
Ø Journey to work (one-way distance in km)	75
Ø CO ₂ emissions Journey to work (one-way distance in km)	11
Saving (kg CO₂)	68,977

Figure 59 Statistic Saving Home Office

	<p>Savings 2023</p> <p>By reducing the distance travelled on home office days, we were able to save 68,977 kg of CO₂ in 2023. Our records begin in June, the start date of our "Data transparency" project.</p>
---	--

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.

	2023
Meetings / Trainings	Quote
Number of meetings / trainings Online	31 10%
Number of meetings / trainings Hybrid	43 14%
Number of meetings / trainings Presence	235
Total	309
 Example: International call per year	
Ø Distance in km	133,764
Ø CO ₂ emissions one-way distance	18,727
Savings per year (kg CO₂)	37,454
 Example: MS Teams training	
Ø Distance in km	20,855
Ø CO ₂ emissions one-way distance	2,920
Saving (kg CO₂)	5,839

Figure 60 Statistic Saving Meetings/Trainings

Savings 2023	
The following savings were achieved by reducing the distance travelled:	
International Management Call	37,454 kg CO₂
MS Teams training	5,839 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 importance¹



Rodolphe Schoettel
CFO & Managing Partner

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	580 million
Employees (including temporary workers)	4,400
Locations	71
Countries	11
Own vehicle fleet	233
Handling and warehouse area in m ²	743,800
Shipments FTL/LTL / Intermodal / Rail	0.4 million
Shipments for Retail / Fashion / Industry Networks / Air + Ocean	1.8 million

5.2. Market presence

With successful business operations, we secure jobs and promote regional economic development around our 71 locations in 11 European countries.

We are active in the following regions of Europe:



Figure 61 Regions of Quehenberger Logistics, 2023

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

Quehenberger has carried out an internal restructuring: The country units Russia, Ukraine, Belarus and Kazakhstan were spun off from Augustin Quehenberger Group GmbH to CF Logistics GmbH in order to **minimise risk**. The only thing that has changed is the Group structure; everything remains unchanged for employees and customers: the name, the ownership structure, the management. The branches continue to operate on the market as Quehenberger Logistics.

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 62 Quehenberger goes digital

Source: using Shutterstock.com

6. Conduct in compliance with the law and directives

6.1. Data protection - GDPR



We take the issue of data protection very seriously and it is a matter of course for us to work in compliance with the law. Therefore, we have established the new European General Data Protection Regulation (GDPR) in the company and made corresponding adjustments and provisions. We have appointed a company-wide data protection officer and data protection coordinators in the countries.

6.2. Legal certainty and conformity



Quehenberger Logistics undertakes to comply with all laws, regulations, ordinances and official requirements, collective agreements, technical rules, etc. applicable to the company.

Legal certainty and compliance are achieved when all relevant laws, binding obligations and regulations are known and implemented throughout the company.


The responsibility basically lies with the entrepreneur or his legal representative and is delegated to certain functions (responsible persons - managers) through the "delegation of entrepreneurial duties".

The managers concerned have the task of ensuring legal compliance in their area of responsibility on their own responsibility, of proactively informing themselves about the relevant legal requirements and their amendments, and of ensuring that they are announced and implemented in their area of responsibility.

A legal register is made available on the intranet to support the management and executives. Furthermore, there is a QeLearning for these functions, which is mandatory to complete.

The relevant areas of law are shown there. Each area of law is supervised and updated by a responsible person in a specialist department or person.

6.3. Working hours




Valid for the locations in Austria and Germany:

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.

In all other countries, different systems are established that implement country-specific laws on working time regulation.

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

6.4. Supplier and Partner Compliance



The Compliance Codex has been rolled out to 100% of our subcontractors.

We have an implementation rate of around 75% for the remaining suppliers.

The aim is to implement the remaining 25% in 2024.

Compliancecodex for suppliers and business partners of the AUGUSTIN QUEHENBERGER GROUP

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Figure 63 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

