

**embracing
transformation**

Runden Group | Sustainability Report **2023**

**Runden[®]
Group**

embracing transformation

Runden Group | Sustainability Report **2023**

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Sustainability Report 2023

Did you know?

The Corporate Sustainability Reporting Directive (CSRD) is the development of the Non-Financial Reporting Directive (NFRD) and specifies which companies are obliged to provide mandatory sustainability reporting and how this reporting should be structured

The Runden Group is committed to change and sustainability in order to drive forward topics such as logistics, reusable systems and decarbonization. With new strategies and processes, we are strengthening our climate targets and promoting circular business models for healthy growth.

No stability without change

This principle shaped the 2023 fiscal year for the **Runden Group**. As a versatile, family-owned corporate group, we were able to further refine our core competencies: enabling sustainability in the transportation sector, making reusable systems the new standard in food supply chains, and decarbonizing the building sector.

Always one step ahead. Always open to new circumstances.

This attitude contributes to the healthy growth of the entire corporate group and the expansion of the now nine associated companies. Following a dynamic 2022, we were able to consolidate the (further) developments of the companies during the current reporting year, placing greater emphasis on saving resources and circular economy models.



“With our first sustainability report last year, we created a true milestone in our still relatively young group organization. This increased the awareness of all employees regarding the many things we have already achieved together in ecological, social, and economic aspects. Especially in discussions with outside stakeholders, it becomes increasingly clear how much we are already doing and why it is worthwhile to start transformation processes early on.”

Lisa Runden
CEO | sustainability management

At the same time, 2023 was once again characterized by scary news: Throughout the entire year, we set a temperature record every single month worldwide. This year, the planet was nearly 1.5 degree Celsius warmer than before industrialization. So, when we talk about milestones and goals, they are not only necessary but long overdue. We see significant leverage with positive impact potential in the **EU's Corporate Sustainability Reporting Directive (CSRD)**.

The reporting year was therefore also used to question, refine, or even completely redesign newly established processes and strategies regarding sustainability management. Through the double materiality assessment, we were able to significantly broaden and further professionalize our activities.

In doing so, we found that we are already on the right track with many issues, and our newly developed transformation concept makes an important contribution to achieving national and international climate objectives.

This report also provides insights into the opportunities and challenges that circular economy business models offer, demonstrating that circularity is possible in many industries.

We embrace the transformation processes with open arms and welcome all those who are or wish to be part of them.

Let's learn from and with each other, because transformation can only succeed together.



"While other companies are still procrastinating on the CSRD, we are very pleased to already be engaging with the requirements and topic standards ahead of the actual reporting obligation. The increased comparability, transparency, and integration with financial reporting finally give corporate sustainability management the importance it needs to drive meaningful change."

Saralena Gülker
sustainability management



Back to the roots.
The Runden Group strengthens nature right on its doorstep and at the same time uses it for sustainable team events.

About Runden Group

The **Runden Group** from the Oldenburger Münsterland is unique in its structure and is known for circular business models beyond national borders.

The Runden Group specializes in circular business models and is active throughout Europe. With a focus on sustainable logistics, returnable systems and real estate, it supports the goals of the European Green Deal.

Did you know?

*A net-zero emission property is a building that generates the same amount of energy as it consumes over the course of a year

The focus of the activities lies in the logistics and building sectors: Through Europe-wide pooling and placing returnable transport packaging for the food supply chain on the market, the promotion of alternative drives for heavy commercial vehicles, and cross docking concepts in fresh logistics, as well as the new construction and renovations of *net-zero emission properties, the **Runden Group** and its companies contribute significantly to the goals of the European Green Deal.

Grown out of the logistics company **Rubetrans Logistics**, the family-owned corporate group has continuously evolved over two generations, establishing a group organization that proactively addresses the ecological and economic challenges of our time.

Industries:

logistics services

construction industry

IT & project management

organic farming

recruitment consulting

marketing services

464

employees

(by 12/2024)

Foundation 1992

Rubetrans Logistics

+

2020

Runden Group

Turnover 2023

77 million €

The Central Roles in Reporting



WBG Pooling is the leading pooling provider for returnable transport packaging in the meat industry. By continuously expanding its product portfolio, other food categories are also served across Europe, enabling more environmentally and economically sustainable processes in food supply chains.

Production and processing workflows also benefit from reusable solutions by incorporating more circular economy elements and consuming fewer resources.

The business model covers the following components:

- lower-emission transports through the Europe-wide pooling and service network
- avoidance of (food) waste through reusables
- raw materials are preserved and kept in circulation as long as possible through Cradle to Cradle® certifications and the closed product loop principle
- smart labels and IoT technology help reduce blind spots in supply chains



LHM Pooling is the counterpart to **WBG Pooling**, operating in different industries with other types of re-usable transport packaging. Across Europe, it covers the automotive, chemical, pharmaceutical, and construction materials sectors through efficient pooling and circular packaging solutions. The business model also covers the respective components to enable customers to create more sustainable supply chains.



Rubetrans Logistics operates for major food retailers in the German-speaking area, specializing in cross docking and refrigerated transportation – always with consideration for finite resources and global warming.

The business model covers the following components:

- gradual changeover of the vehicle fleet to enable customers to participate in the transformation to alternative drive types

- emission savings through the use of long trucks
- further emission savings and minimization of road congestion through cross docking offers, i.e., bundled distribution of goods



PLANWORKS targets one of the largest energy consumers in the EU: the building sector. According to the European Commission, this sector accounts for approximately 40 percent of total energy consumption. With a holistic approach to building or renovating properties to meet net-zero emission standards, the company is already achieving more than what the purported renovation wave mandates in terms of savings by 2030 and 2035.

The business model covers the following components:

- energetic overall concepts according to the KfW 40 EE standard
- building control systems and automation for the targeted use of resources
- transformation to exclusively renewables
- circular building systems with waste heat utilization and reservoirs
- provision of charging infrastructure

***Did you know?**
The term cross-docking refers to a type of goods handling in which goods are delivered pre-picked by the supplier. This means that the storage process is omitted and transportation can be saved due to bundling.

Additional Subsidiaries

The **Runden Group** is completed by the companies **TALENT CONNECT**, **ecobyte**, **RPL Communication (RPLC)**, and Biohof (organic farm) Losse.

The first three companies operate in the recruitment consulting, IT, and marketing sectors, both for the **Runden Group** and external clients.

The synergy effects between the companies were already detailed in the last sustaina-

bility report: **ecobyte** is particularly important for **WBG Pooling** and **LHM Pooling**, as the house-made “Digital Circular Economy” system ensures digital interfaces with customers and suppliers, enabling smooth processes with reusables as well as complete tracking of movements.

TALENT CONNECT is our partner for all companies and external clients when it comes to first-class personnel consulting and recruitment. They connect companies and qualified specialists through solution-oriented

recruitment, integration and skills development.

RPLC develops audio and video formats to raise awareness and educate about the potentials of circular economy and reusables, as well as the comprehensive transformation of the logistics sector.

Biohof Losse is not included in the 2023 reporting year, as it was founded in January 2024. The business in the Altmark region of Saxony-Anhalt farms around 100 hectares of

The Runden Group consists of nine companies that are independent of each other but work closely together - creating valuable synergies for circular business models.

EPS:
The company offers special Reusable plastic trays in which the eggs are not only transported more safely, but also more sustainably than in the conventional cardboard version.



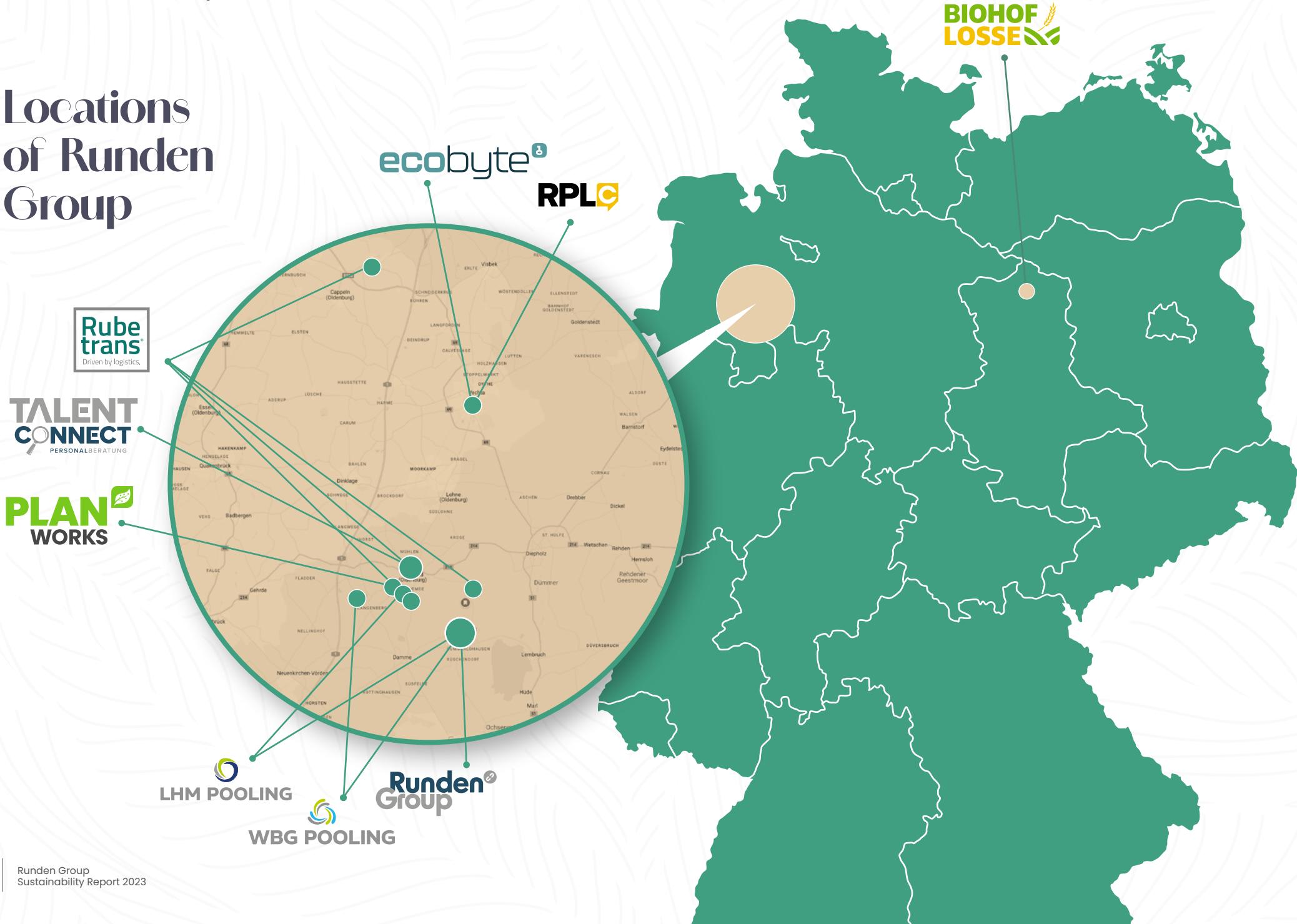
agricultural land ecologically, primarily growing grain, sunflowers, and corn to EU organic quality. In addition, **Biohof Losse GmbH & Co. KG** manages approximately 40 hectares of forestry.

A clear avowal to organic farming is a core value of the **Runden Group**. Our goal is to promote biodiversity, protect natural resources, and ensure sustainable agriculture. Preservation of soil fertility and biodiversity, as well as a circular economy, are central elements of our practice.

Relevant activities will be included in the stakeholder survey and materiality assessment for the upcoming report, and will be incorporated into the next report based on these findings.



Locations of Runden Group

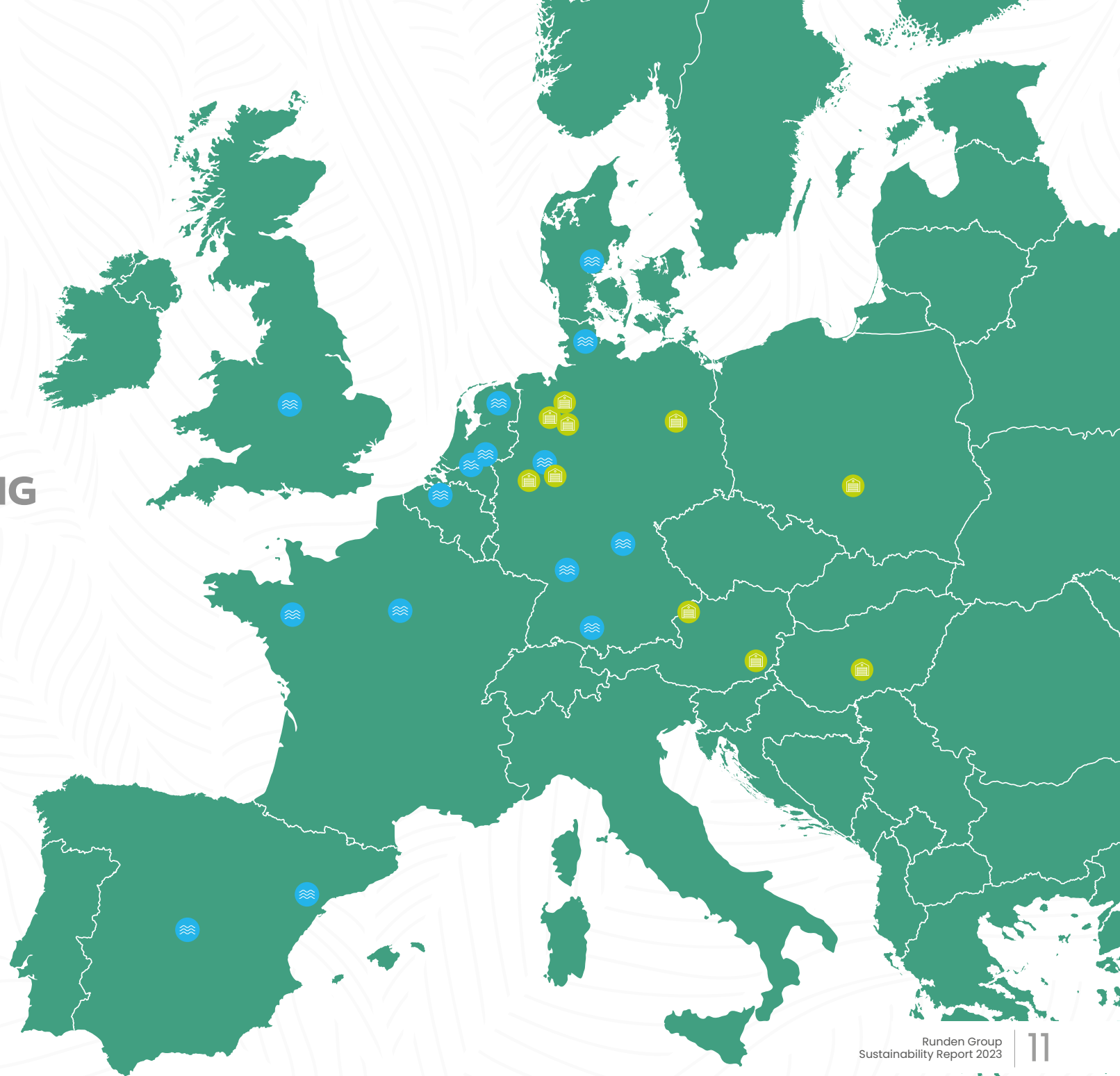




WBG POOLING

 **Service Center**
Sorting, repair, cleaning

 **Depots**
Sorting, repair



*The European Sustainability Reporting Standards (ESRS) are an EU regulatory framework that obliges companies to report comprehensively and uniformly on their sustainability performance. The aim is to create transparency and comparability of environmental, social and governance (ESG) data and thus promote the sustainable transformation of the economy.

Embracing Transformation

– The Guiding Theme of the Report

With the transition to reporting in accordance with the **European Sustainability Reporting Standards***, the holistic view and implementation of sustainability issues for European companies are changing – figures are gradually becoming more comparable and transparent.

A major change that the **Runden Group** welcomes and has embraced early on, in order to implement and integrate the structures from the very beginning.

At the same time, the transition represents a tremendous challenge for many companies, both in terms of resources and structure. We visually represent these ups and downs that the integration of the ESRS into business processes entails in this report.

The consistent symbol, the hot air balloon, represents navigating through this process – and also symbolizes that transformation is

not something that happens overnight. It often takes much effort and the right partners by your side, but the journey is well worth it. So-called shortcuts don't exist in sustainability management – it requires appropriate dedication, structural changes, and adjustments to established processes to bring about real change. Transformation is never truly complete; it's an ongoing process.

This is also the **Runden Group's** aspiration – we share the status quo for the 2023 reporting year and our future goals in this report. The report's design is also reflected in the accompanying podcast series, "Inside the Green Hype", which once again accompanies the report.

The major change from last year: Hosts Lisa Runden, CEO / sustainability management at **Runden Group**, and Saralena Gülker, sustainability management at **Runden Group**, go through each ESRS episode by episode,

providing other companies with a sort of guide for implementing the regulatory requirements. The podcast series is supposed to facilitate the start of the practical part of the Corporate Sustainability Reporting Directive and enhance the visibility of its establishment.



This also leads to the guiding theme of this year's report:

Embracing Transformation.

Instead of waiting until the official reporting obligation or procrastinating on dealing with the ESRS, the **Runden Group** has opted for a proactive approach. We see change as an opportunity to continuously refine our sustainability management efforts and learn along the way.

We welcome the regulatory requirements with open arms and are confident that they can have a positive effect on business activities.

In this second sustainability report of the **Runden Group**, you can accompany us on our individual journey to expand sustainable business models.



Creating New Standards – Our Strategy

With all its companies, the Runden Group pursues the goal of making sustainable management the norm by combining economy and ecology. We deliberately do not speak of a separate sustainability strategy, but of a holistic corporate orientation.

Building on our superordinate corporate group vision, our companies also pursue an overarching purpose: to make sustainable management the norm. This is why all employees come to work, engaging business partners, customers, and further stakeholders in our personal “why”.

We want to demonstrate that economy and ecology are not mutually exclusive but can work together to create positive effects and a resilient foundation.

The corporate group’s *mission statement was introduced in the previous sustainability report and forms the foundation for all companies.

By directly involving different departments and employees, we were able to create a strong identification potential, which is also reflected in our fundamental

values and, consequently, in how we interact with each other and external persons:

diversity
innovation
motivation
quality
trust
respect
sustainability

These principles form the basis of all our activities, which is why we deliberately do not refer to a separate sustainability strategy, but rather to our holistic business orientation.

For us, sustainability issues are not an additional component but the core of every business model and thus an integral part of our overall direction from the very beginning.

We see our level of ambition for the reporting year as being between the active distribution of sustainable products, i.e., the ESG scheduler, and ESG as a unique selling point, i.e., the ESG star.

Through the development of the companies, we are already able to demonstrate improved results through positive business cases for sustainable products, ensuring a certain level of safeguarding the future through our

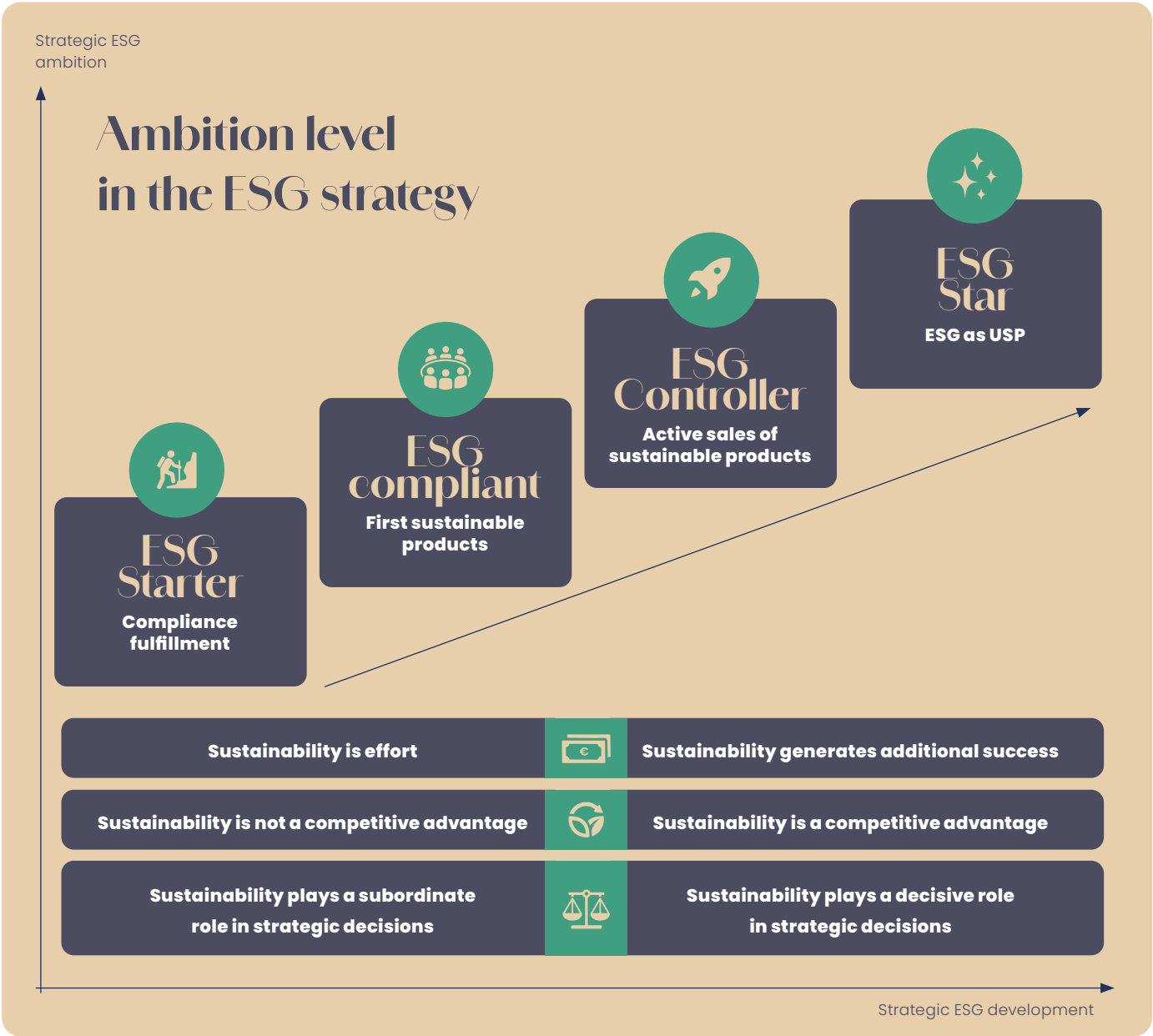
purpose, vision, and mission, as well as the economically successful realization.

Within this level of ambition, we don't just want to distribute our products and services – we want to ensure that our customers and partners choose them because they are convinced of the draft concept and the positive impacts on people, the environment, and from an economic perspective.



Therefore, we rely on long-term partnerships to achieve long-term effects together, in line with Sustainable Development Goal 17, "Partnerships for the Goals".

The SDGs also form an important basis for our activities, and the sub-goals are consistently tracked and continuously evaluated.



Our
Goals
SDG
dash
board

This table contains data and information on Kunden Group's progress in implementing the Sustainable Development Goals (SDGs)

The SDGs are 17 global goals that were adopted in 2015 as part of the 2030 Agenda to promote sustainable development.

ESG	UN SDGS	Aspiration (long-term goals)	2025 Goal	Achieved in 2023	in Comparison to 2022	Status
ENVIRONMENT	    	Water: - Equipping all company-owned locations with cisterns - Reducing freshwater consumption in commercial properties through the use of cisterns - Introducing water treatment technologies in service centers - Using rainwater for the first cleaning stage for RTP to reduce freshwater consumption	- Optimizing the data basis for water consumption in service centers - Reducing water consumption per crate washing line by 2.5% compared to the previous year (service centers)"	Using eco-friendly cleaning agents for RTP washing with high effectiveness and low energy consumption in water treatment	↑	On track
		Climate protection: - Reducing GHG emissions (scope 1 and 2) in accordance with the GHG Protocol by 40% by 2030 (base year 2021) - Achieving GHG neutrality in scopes 1 and 2 by 2045	- Supplying all locations with 100% renewable energy (green electricity and heat) - Implementing an energy management system with a measuring point concept - Optimizing and expanding GHG balancing"	- Successful ISO certification according to 14001 and 50001 - Commissioning of the first e-trailer and transformation of the car fleet 20% energy savings at the Holdorf service center through the use of eco-friendly cleaning agents"	↑	On track
		Circular Economy: - Cradle-to-cradle (C2C) certification for all "property of" items - Annual increase in the recycling rate by 2 percentage points - Reducing commercial waste streams by 5% per year and expanding separate collection	- Cradle-to-cradle (C2C) certification for L1 and L3 logistics pallets from WBG Pooling - Increasing the recycling rate by 5 percentage points by 2025"	- Current recycling rate for waste at 8.2% - Developing strategies for the continuous improvement of the recycling rate"	↑	On track
		Biodiversity: - Implementing a biodiversity concept - Developing KPIs to measure biodiversity	- Reforestation additional areas with mixed forests - Creating flowering meadows	- Planting entrance areas with bee-friendly plants - Partial unsealing of surfaces - Planting additional fruit trees	↑	On track
SOCIAL	     	Education and Training: - Expanding training professions and promoting young talent - Introducing and optimizing training tools for employees	- Introducing a talent management tool - Training courses for managers - Driver safety and eco-training for professional drivers - Expanding manual training professions"	- Courses for employees on environmental, energy, and occupational safety topics - Language course to overcome barriers"	↑	On track
		Diversity: Anchoring diversity in all areas of the company group	Introducing diversity management	- Promoting age diversity: 50% of employees aged between 30 and 50 years, approximately 30% under 30 years, and around 20% over 50 years - Initiating the development of a comprehensive diversity strategy	→	additional effort required
		Health and safety at work: Reduction of the 1,000-man ratio at Rubetrans Logistics to below 40 by 2026 (industry average BG Verkehr: 37.70)	- Training for employees in behavior-based occupational safety - Introducing an engagement rate for occupational safety"	Successful ISO certification according to 45001	→	additional effort required
GOVERNANCE	   	Sustainable Corporate Governance: - Introducing a code of conduct for business partners - Conducting audits for at least 10 business partners per year	- Introducing group-wide target agreements with a focus on sustainability topics - Updating compliance management - Achieving the EcoVadis gold level - Conducting ISO 27001 certification	Introducing a code of conduct	↑	On track
		Innovation: - Digital acquisition of all movements of re-usable transport packaging at all locations - Renovating all company locations based on the green & smart principle (photovoltaics, charging infrastructure, commercial storage, smart building control with Loxone)	- Developing energy dashboards for all locations - Promoting digitalization with DCE and p2d - Expanding charging infrastructure at all locations - Introducing a warehouse management system	- Further development of the digital circular economy (DCE) - Creating a web portal to track the movements of re-usable transport packaging (RTP)	↑	On track
		Cooperative Relationship: - Increasing awareness of sustainable business models among key EU stakeholders - Ensuring transparency through annual reporting	- Expanding the partner network to reduce freight kilometers in pooling by 10% compared to the previous year - Introducing the code of conduct for business partners, customers, and suppliers"		↑	On track



Basis of the Report: The Materiality Analysis

This report covers all essential themes that were relevant during the reporting period of the 2023 financial year. As in the previous report, the materiality analysis serves as the foundation for the sustainability statement.

Did you know?

A materiality analysis is a process for identifying and evaluating various sustainability topics for a company.

It serves as a basis for sustainability reporting and is used to determine which ESG issues have the most impact or are of the greatest financial significance.

This year, we have shifted our reporting approach. Instead of following the guidelines of the Global Reporting Initiative (GRI), we have aligned our reporting with the European **Sustainability Reporting Standards (ESRS)**—even before the official requirement comes into effect.

We are now applying a double materiality analysis. This approach expands the classic view on economic, environmental, and social impacts (inside-out perspective / impact materiality) to include a financial perspective. It also takes into account the opportunities, risks, and financial implications that sustainability issues may have on the company (outside-in perspective / financial materiality).

This new methodology allows us to take a more comprehensive approach by evalua-

ting and transparently presenting both the impacts of our business activities on people and the environment, as well as the sig-

nificance of sustainability for our corporate strategy.

Double Materiality

Financial Materiality

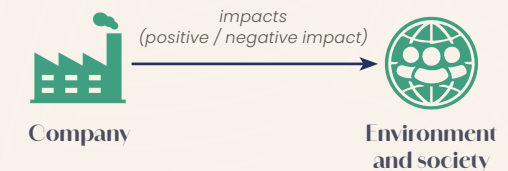
Understanding how sustainability issues in the environment influence the company's value and performance (opportunities / risks).



primary audience:
Investors

Ecological & Social Impact Materiality

Understanding how the company's economic activities along the value chain impact the environment and society (positively / negatively).



primary audience:
Customers, NGOs, Business partners, Civil Society

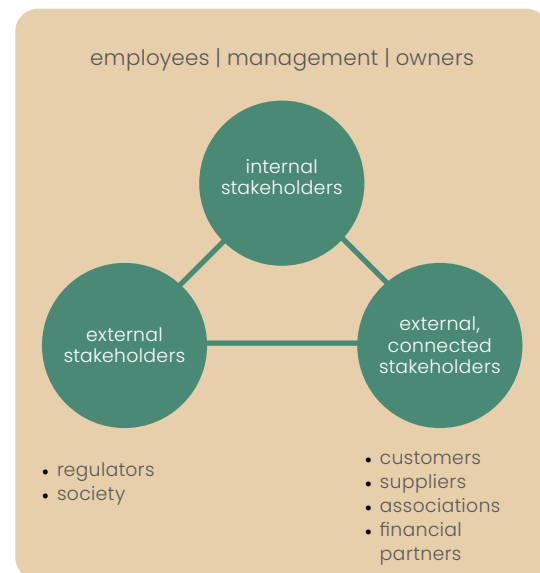
The company's impact materiality may lead to financial materiality in the future (dynamic).

Source: Double Materiality Analysis according to CSRD: Assessing both the impact on the environment and business development, Haufe article by Prof. Dr. Thomas Wunder

The list of reviewed topics is based on the individual topic standards of the ESRS, as well as their subthemes and sub-subthemes. This ensures that all relevant aspects are fully taken into account.

Approach to the Double Materiality Analysis

Before delving deeper into our work, we first conducted a critical review of our previous year's stakeholder analysis. The results revealed that the composition of our stakeholder groups had not significantly changed over the course of the year, with only minimal adjustments. As a result, our stakeholders can be categorized as follows:



As part of the review, it was determined that our access to stakeholders such as applicants, trade unions, and consumer organizations is only marginal. For this reason, these groups were not included in the current materiality analysis.

A minimal adjustment was made to the categorization of stakeholder groups. Due to the intensification of our association work during the reporting year, as well as the initiation of projects with long-term financial planning and larger investments, the following categorization applies to each company within the

Runden Group:

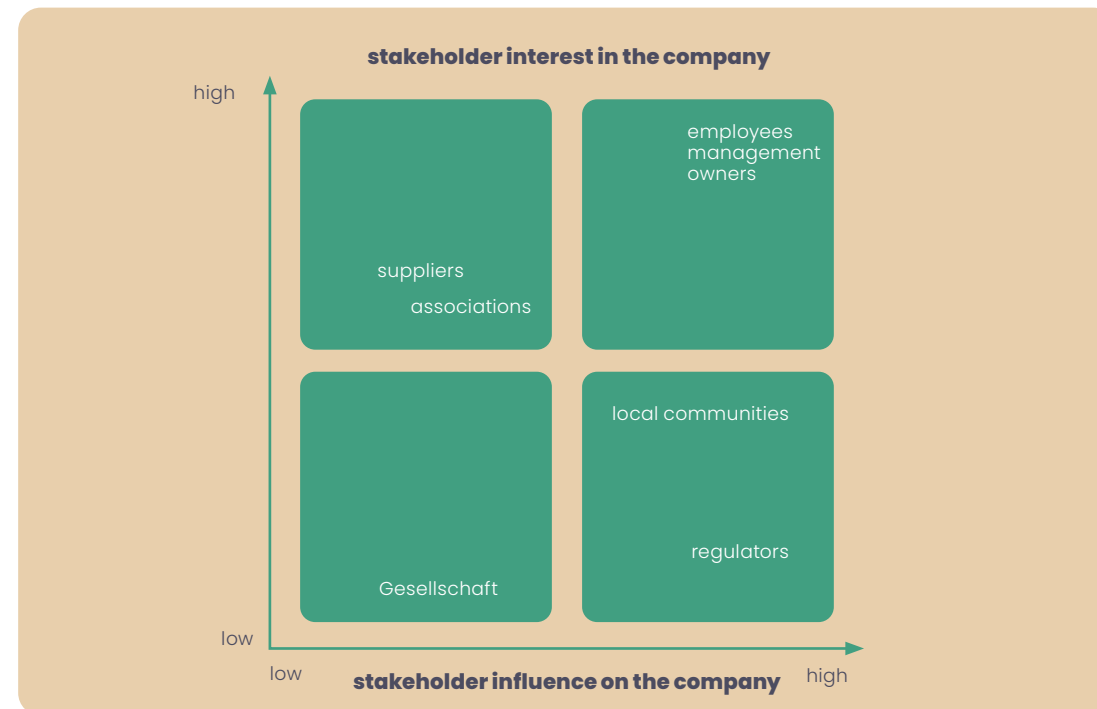
Primary Stakeholders:

- employees, management, owners
- customers, suppliers, associations, financial partners

Secondary Stakeholders:

- regulators · society · communities

This adjustment reflects the increasing importance of association work as well as financial and strategic partnerships.



Did you know?

A stakeholder is a person or group that has a legitimate interest in the course or outcome of a process or project.

In the first step, a stakeholder survey was developed, aligned with the ESRS topics. A total of 11 different questionnaires were created and distributed by representatives of the respective companies to both internal and external stakeholders. To reflect the international orientation of the stakeholders, the questionnaires were made available in both German and English:

1. Runden Group (German and English)

This most comprehensive questionnaire aimed to allow stakeholders to evaluate the topics of all companies within the group. It included a total of 23 questions, most of which were presented in a matrix format.

2. WBG Pooling (German and English)

Representative of the other questionnaires, this one contained 7 questions, also primarily in matrix format, to determine the relevance of individual ESRS topics.

3. LHM Pooling (German and English)

4. Rubetrans Logistics (German)

5. TALENT CONNECT (German)

6. PLANWORKS (German)

7. ecobyte (German)

8. RPL Communication (German)

This survey enabled the precise assessment of stakeholders' evaluations and priorities regarding relevant sustainability topics.

To achieve results as realistic as possible, the questionnaires were anonymized. During the evaluation, differentiation was only made between internal and external stakeholder groups. The participation results are as follows:

Participation	internal	external
Runden Group	68,42%	31,58%
WBG Pooling	50%	50%
LHM Pooling	41,67%	58,33%
Rubetrans Logistics	85%	15%
TALENT CONNECT*	100%	0%*
PLANWORKS	75%	25%
ecobyte**	90,9%	9,09%**
RPLC	57,14%	42,86%

These results highlight the different composition of stakeholder groups depending on the company and the respective development state of external stakeholder relationships.

The overall evaluation of the stakeholder survey shows a distribution of 71.02 percent internal and 28.98 percent external survey results. The questionnaires from each company were analyzed in detail individually and cross-checked with the results from the **Runden Group's** questionnaires.

The Biohof (organic farm) Losse is not considered in the 2023 reporting year, as this company was established only in the following year. However, it is mentioned here for the sake of completeness.

Impact Materiality (Inside-Out): What Impact Does Our Business Activity Have on People and the Environment?

When determining impact materiality, the actual and potential positive and negative impacts of a company's business activities on relevant sustainability topics are evaluated based on determined thresholds.

This assessment is conducted taking into account the perspectives of relevant stakeholder groups as well as the expertise of

*Reason:

The company was restructured in 2023 with new management, which means that relationships with external stakeholders are still being established.

**Reason:

The company was founded in 2023 and is still being developed for the external market.

internal specialists. This ensures that the analysis is comprehensive, balanced, and practical, providing educated decisions and actions.

For each aspect of impact materiality, the following criteria were assessed:

• **Is the impact positive or negative?** Identification of whether the effect of our business activity is beneficial or harmful.

• **Is the impact potential or actual?** Differentiation between potential impacts and those that have already occurred.

• **What is the likelihood of occurrence?** Estimation of the probability that a potential impact will actually materialize.

• **How significant or beneficial is the impact (extent)?** Evaluation of the intensity of the positive or negative effect.

• **What is the coverage of the impact?** Analysis of how many people are affected by the impact and to what extent.

• **For negative impacts only: Can the impacts be remedied?** Examination of whether measures can be taken to reduce or reverse the negative effects.

The evaluation of potential negative impacts was conducted using a scale from 0 to 5 for the following criteria:

• **Likelihood:** Assessment of how likely the negative impact is to occur.

• **Scope:** Evaluation of how many people or parts of the environment are affected by the impact.

• **Scale:** Assessment of the intensity or severity of the negative impact.

• **Irremediable Character:** Assessment of whether, and how easily, the impacts can be remedied or reversed through measures.

The evaluation results allow the classification of topics into the following categories:

15–20	Critical
< 15	Significant
< 12	Important
5–8	Moderate
< 5	Minor

Financial Materiality (Outside-In): How Do Sustainability Issues Affect Our Business Operations?

When determining financial materiality, an analysis is conducted to assess the extent to which the respective sustainability issues have positive or negative financial impacts on the company's cash flow or financial performance. Particular focus is placed on evaluating the likelihood of occurrence and the potential financial extent.

Relevant aspects include:

• **Resource Utilization:** Assessment of whether and to what extent resources can continue to be used in the short, medium, or long term, and the associated costs.

• **Relationships with Business Partners and Stakeholders:** Evaluation of the current state of these relationships and their anticipated development in the future. The evaluation of financial materiality was conducted using a scale from 0 to 4, leading to the following classification of results:

> 6	Critical
> 4	Significant
< 2	Important
> 2	Minimal
0	Neutral

This classification enables a clear prioritization of topics based on their financial significance for the company.

Process Description According to ESRS 2 IRO-1

In multiple workshops, we conducted the materiality assessment and discussed impacts, risks, and opportunities across departments and companies. Prior to the internal evaluation in a smaller group, the previously described stakeholder survey was carried out. This ensured that the assessments of external stakeholders and our employees formed the basis for the materiality evaluation from the outset. This approach ensured that the perspectives of all stakeholder groups were considered and that the subsequent evaluation could be carried out on a broader foundation.

For the upcoming reporting year, we plan to expand the methodology to include an environment analysis of the individual companies.

The evaluation results were consolidated in a detailed excel file. This file prioritizes both negative impacts based on their relative severity and likelihood, and positive impacts based on their relative extent, scope, and likelihood. Qualitative and quantitative thresholds were linked together and serve as the foundation for future reporting.

Since the ESRS do not provide specific threshold definitions for financial materiality (see Implementation Guidance, EFRAG), we defi-

ned these based on the likelihood of occurrence, the potential magnitude of financial impacts, and short-, medium-, and long-term periods. The focus was particularly on absolute monetary thresholds to enable a more targeted classification.

Additional Assumptions Based on the Results of the Stakeholder Survey:

The newly established companies **ecobyte**, **RPLC**, and **TALENT CONNECT** show very low relevance within the topic standards during the reporting year. This is partly due to the early development stage of these companies and partly because they operate purely as service providers. Consequently, their impact on the overall group structure is considered negligible.

Since the **Runden Group's** business models are fundamentally built on a very sustainable basis, many risks and impacts that could potentially have a greater significance in other companies' business models do not arise in the first place. Sustainability risks are therefore typically identified prior to the materiality assessment and addressed through appropriate strategies. An example of this is the environmental impact of diesel-powered transports, which is being progressively mitigated through the ongoing electrification of the vehicle fleet.

In the reporting year, a commercial management was also established within the holding company. This function analyzes and optimizes business processes in detail, enhances competitiveness, and ensures targeted management of accounting, controlling, as well as financing and investments. Regarding the financial perspective, any potential risks are regularly examined, assessed, and, if necessary, averted by the responsible department in collaboration with the controlling team.

The quality, commercial, and contract management departments, along with the managements of the individual companies, plan to jointly create a risk and opportunity register based on the results of the materiality analysis. This register will document existing as well as new or ongoing measures and the underlying processes, enabling cross-departmental and group-wide monitoring.

The input parameters used are generally of a qualitative nature and are based on feedback from the individual companies. As a family-owned company group, management and staff maintain close communication and hold weekly updates. However, the evaluation also incorporated empirical values and quantitative data. These were sourced partly from the finance department and

*This is primarily due to the fact that the company was restructured and reorganized with new management in 2023 and stakeholder relationships are therefore still being established.

**This company was only founded in 2023 and is therefore still being set up for the external market.

partly from energy management systems such as Loxone, which automate the management of all properties within the **Runden Group**.

As part of the process described above, the internal procedure for this sustainability report was revised and further adjusted for the next report based on the aforementioned recommendations for action. The next materiality assessment is planned during the preparation of the statement for the 2024 reporting year.

Main Impacts, Risks, and Opportunities According to ESRS 2 SBM-3

The evaluation identified the following main impacts, risks, and opportunities. Detailed information and figures can be found in the individual sections of the respective topic standards.



The Materiality Analysis

ESRS	effects	risks	opportunities	differentiation	localization	time horizon
E1	Reusable systems promote the circular economy, but transports have negative effects. Indirectly, emissions are generated during plastic production. However, the energy expenditure is significantly lower compared to single-use solutions.	Rising CO2 taxes could significantly increase operating costs.	Lower financing costs are possible due to the sustainable business model.	WBG Pooling	up- and downstream in the company	medium- to long-term
E1	Reduction of transports through optimal planning, the use of an electric fleet, and energy-efficient office building.	Rising costs and resource scarcity could jeopardize supply reliability.	Transport consolidation reduces costs and offers benefits for customers.	LHM Pooling	up- and downstream in the company	medium- to long-term
E1	The fleet is being gradually converted to alternative drives, but fuel consumption and pollutant emissions are still high at present.	Cost-intensive transformation may not be economically viable without grants.	Innovation strengthens customer loyalty and promotes further development.	Rubetrans Logistics	up- and downstream in the company	medium- to long-term
E1	Promotion of autarchy from fossil fuels through the green & smart philosophy, sustainable refurbishments, new constructions, and resource-efficient building control systems.	High costs for sustainable materials and ongoing investment needs strain profitability.	The EPBD will maintain a stable workload while renewable energies become more cost-efficient.	PLANWORKS	up- and downstream in the company	medium- to long-term
E2	Indirect air pollutants are generated during the production of RTP, but reusable packages result in less marine plastic.	The transition of processes, e.g., for cleaning products, causes additional costs.		WBG Pooling	up- and downstream in the company	medium- to long-term
E2	Pooling reduces water consumption compared to conventional transport, but cleaning the items requires significant water usage.			LHM Pooling	up- and downstream in the company	medium- to long-term
E2	The CO2 emissions from own trucks are critical, but the separate workshop allows for controlled pollutant and waste oil disposal.	Electrification can attract new customers while simultaneously reducing running costs.	Electrification can attract new customers while simultaneously reducing running costs.	Rubetrans Logistics	up- and downstream in the company	medium- to long-term
E3	Older cleaning systems cause higher consumption; additionally, there is intense resource consumption in the production and cleaning of RTP.	New cleaning systems and the transition to energy-efficient cleaning products reduce energy needs.	New cleaning systems and the transition to energy-efficient cleaning products reduce energy needs.	WBG Pooling	upstream in the company	short- and medium-term

ESRS	effects	risks	opportunities	differentiation	localization	time horizon
E3	Pooling reduces water consumption compared to conventional transport, but cleaning the items requires significant water usage.	Rising future cleaning costs for RTP will strain profitability.		LHM Pooling	upstream in the company	medium- to long-term
E4	Indirect impacts from deforestation for pallets; monocultures harm biodiversity, while sustainable forestry can promote it.			LHM Pooling	upstream in the company	medium- to long-term
E4	Emissions from combustion vehicles have negative effects; building renovations preserve nature as no natural environments are deforested or sealed.			Rubetrans Logistics	upstream in the company	short- and medium-term
E5	Lifecycle assessment promotes the circular economy: Valuable substances remain in circulation, waste is avoided through durable products, and repairs are carried out multiple times before recycling.	Price increases for new purchases raise operating costs.	A high reuse rate leads to positive financial effects in the long term.	WBG Pooling	up- and downstream in the company	short- and medium-term
E2	Reusable systems reduce resource consumption; recycling of wood and product classifications extend product lifespan.	Price increases for new purchases raise operating costs.	Saving potential through reuse and political rules promoting reusables and strengthening the market.	LHM Pooling	up- and downstream in the company	medium- to long-term
S1	Direct impact on nearly 450 employees as a livelihood-securing employer; benefits and events enhance satisfaction, actively supporting the achievement of corporate goals.	Inflation increases costs and reduces purchasing power.		Entire Runden Group	in the company	medium- to long-term
S2	Jobs are secured through acquisitions and outsourcing of transport; ongoing cradle-to-cradle® (C2C) certifications ensure responsible treatment of employees.	Employee productivity directly affects pricing and financial success.		WBG Pooling	up- and downstream in the company	short-term
G1	The holding company provides superordinate structures for all 9 companies and promotes group-wide programs. Shared services enable efficient economic activity, while the companies are involved through the right to say, a feedback culture, and management board meetings.			Entire Runden Group	upstream in the company	Short-, medium- and long-term

The Materiality Analysis

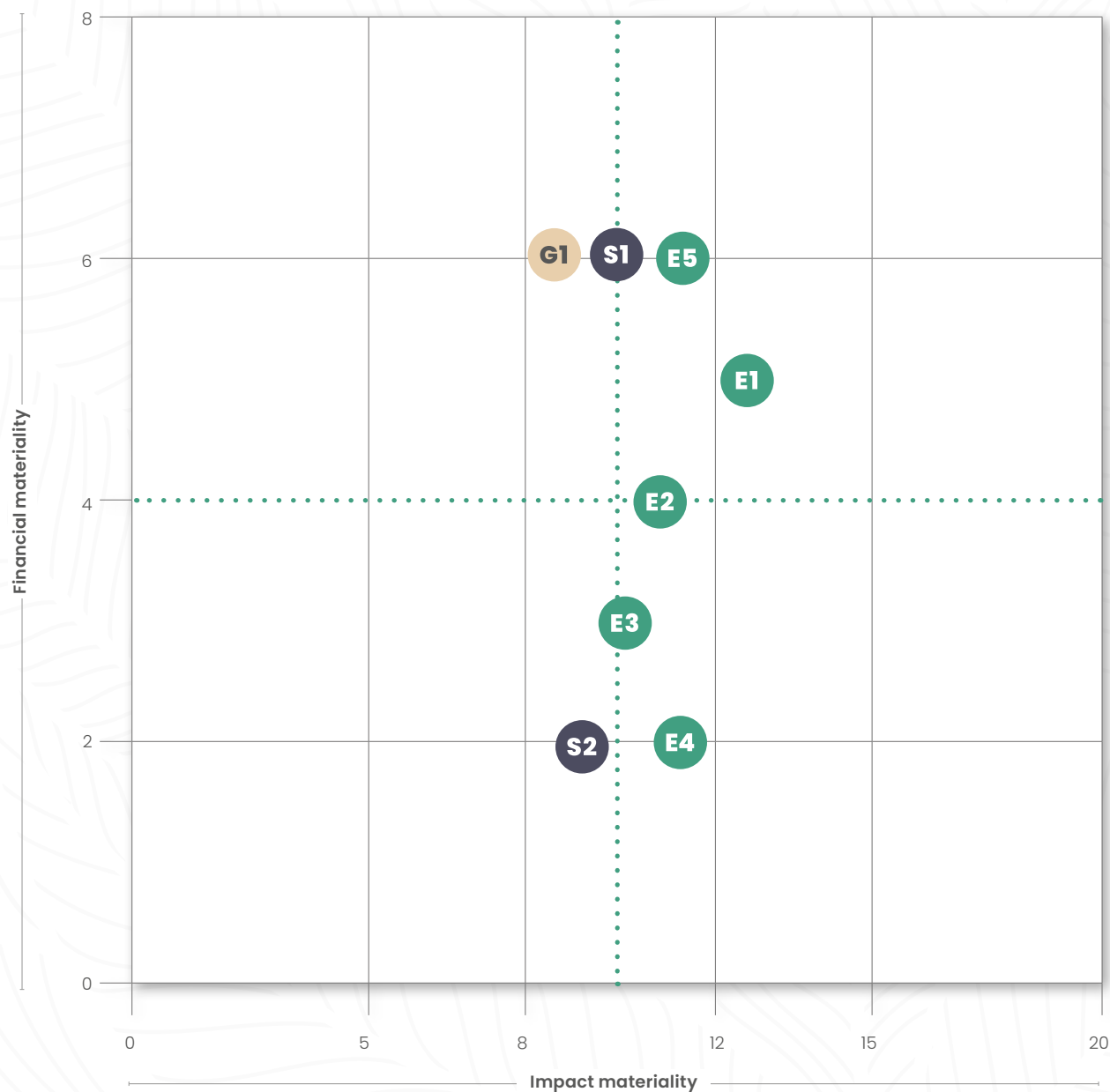
On that basis, the following key topics for the 2023 reporting year can be identified:

topic standard	topic	subthemes	sub-subthemes
E1	Climate Change		–
E2	Pollution	• Pollution of Air • Pollution of Water	–
E3	Water and Marine Resources	Water	• Water Consumption • Water Withdrawals • Water Discharges
E4	Biodiversity and Ecosystems	Direct Impact Drivers of Biodiversity Loss	Climate Change Land-Use Change, Fresh Water-Use Change and Sea-Use Change
E5	Circular Economy	• Resources Inflows, Including Resource Use • Resource Outflows Related to Products and Services • Waste	–
S1	Own Workforce	• Working Conditions • Equal Treatment and Opportunities for All	Secure Employment, Working Time, Adequate Wages, Social Dialog, Work-Life Balance, Gender Equality and Equal Pay for Work of Equal Value Training and Skills Development, Employment and Inclusion of Persons with Disabilities, Measures Against Violence and Harassment in the Workplace, Diversity
S2	Workers in the Value Chain	Working Conditions	• Secure Employment • Working Time
G1	Business Conduct	Corporate Culture	–

Compared to the previous year, we are significantly expanding our reporting. Especially the extension of the environmental pillar represents the largest expansion, as we will also be able to report on Scope 3 for 2023. As

part of a transformation concept, we have developed various levers to continuously and strategically reduce greenhouse gas emissions.

The Materiality matrix



E1 Climate Protection.....30-33

E2 Environmental pollution.....34-39

E3 Water and Maritime Resources.....40-43

E4 Biodiversity and Ecosystems.....44-45

E5 Resource Use and Circular Economy.....46-55

S1 Our Workforce.....56-75

S2 Employees in the value-Added Chain.....76-79

G1 Governance.....80-89

Environmental Information

Environment

The Runden Group continuously monitors and improves its environmental impact by taking a holistic approach and applying comprehensive criteria. By distinguishing between direct and indirect influences, targeted measures are implemented along the entire value chain.

The **Runden Group** sets ambitious goals not only to monitor the environmental impacts of its activities but also to continuously improve them. This monitoring extends to all companies within the group and is based on comprehensive criteria that are regularly reviewed. In doing so, the **Runden Group** consciously exceeds legal requirements to ensure that its measures are not only rule-consistent but also create sustainable added value.

Through the detailed recording and assessment of all environmental aspects—including waste, emissions, and resource consumption—central action areas are identified. These analyses serve as the foundation for targeted measures that are both effective and have a lasting impact.

To structure the process clearly, the **Runden Group** distinguishes between direct and indirect environmental impacts. Direct influences, such as the cleaning and reuse of transport vessels, can be directly managed through the company's own actions. Indi-

rect effects, on the other hand, such as environmental impacts from external transport services, require a broader approach. Even in these more complex areas, the **Runden Group** takes its responsibility seriously and works closely in partnerships to sustainably optimize environmental aspects across the entire value chain.

Our holistic approach ensures that not only data and statistics are analyzed, but also feedback from internal and external stakeholders is systematically integrated into the process. Complaints, legal requirements, and findings from past challenges serve as valuable inputs for identifying and addressing critical issues in a targeted manner.

Our central measures to promote ecology in every department:

1. Systematic Monitoring and Assessment: Recording and prioritizing direct and indirect environmental impacts to identify and implement targeted measures

2. Climate Management: Developing a comprehensive greenhouse gas balance as the basis for systematic climate management, enabling measurable progress and effective climate protection measures

3. Circular Economy: Optimizing re-usable transport packaging to conserve resources and introducing cradle-to-cradle® certifications to promote closed material cycles

4. Fleet Electrification: Transitioning to electric vehicles and completely ceasing the acquisition of new diesel vehicles since 2023

5. Energetic Building Renovation: Utilizing renewable energy, heat recovery systems, and intelligent control technologies to maximize energy efficiency

6. Water Consumption Reduction: Optimizing cleaning methods and installing reservoirs for rainwater utilization

7. **Innovative Water** Recycling Technologies: Utilizing and treating gray water through membrane bioreactors and circulatory systems
8. **Promoting Biodiversity:** Establishing flowering meadows and orchards, as well as initiating reforestation projects at company locations in collaboration with employees
9. **Sustainable Agriculture:** Operating an organic farm utilizing ecological cultivation methods on a 100-hectare area
10. **Logistics Optimization:** Reducing transport distances through efficient pooling systems, returning reusable packaging, and leveraging digital management and tracking to enhance efficiency



Lupin cultivation.
It's blooming at Biohof Losse.

Did you know?
Greenhouse gases (GHG) are trace gases that contribute to the greenhouse effect and can be of both natural and anthropogenic origin. They absorb some of the long-wave (infrared) heat radiation emitted by the ground, which would otherwise escape into space.

Climate protection

The **Runden Group** remains committed to the 2015 Paris Climate Agreement's goal of limiting the global temperature increase to 1.5 degrees Celsius. In 2023, we made significant progress in reducing our greenhouse gas (GHG) emissions. By comprehensively accounting for our GHG emissions and implementing targeted reduction measures, we are making an active contribution to the global climate strategy. Through continuous improvements in our GHG balancing and the consistent implementation of concrete actions, we are setting new standards in our sustainability strategy.

GHG Balancing 2023: Current Status and Progress

GHG balancing is a systematic process for recording, quantifying, and reporting the greenhouse gas emissions directly or indirectly caused by our corporate group, a product, or an activity. It enables us to measure our carbon footprint and forms the basis for

identifying and implementing measures to reduce emissions. The balancing followed the Greenhouse Gas Protocol (GHG Protocol) and included scopes 1 (direct emissions) and 2 (energy-related indirect emissions), as well as, for the first time, relevant categories of scope 3 (other indirect emissions). All energy and emissions data were provided, reviewed, and processed through close collaboration between Runden Group's energy and sustainability management.

In 2023, the **Runden Group** significantly reduced its total emissions, measured in tonnes of CO₂ equivalent (gases) (tCO₂e) using the location-based approach, by 14,800 tCO₂e. While emissions stood at 48,500 tCO₂e in 2022, they were reduced to 33,701 tCO₂e in 2023. This equates to a 30.5 percent reduction. This progress emphasizes the effectiveness of our emission reduction measures, including the increased use of renewable energy and enhanced energy efficiency.

Scope 1: Direct Emissions

The direct greenhouse gas (GHG) emissions primarily result from the fuel consumption of our truck fleet. In 2023, approximately 6,900 tCO₂e were reported, representing a reduction of 484 tCO₂e compared to 2022.

This improvement is due to the more emission-efficient use of our fleet. Although the fleet increased by one diesel-powered semi-trailer truck (STT), we have covered approximately 20% more distance with LNG-powered STTs compared to 2022, while reducing the distance covered by diesel-powered STTs by 5%. As a result, there was a higher LNG consumption per STT (measured in kWh).

Due to its lower emission factor, this contributed to a reduction in overall emissions. The biogenic share of Bio-LNG, which accounts for 27% of the total LNG consumption, is particularly noteworthy here. Compared to fossil LNG, Bio-LNG results in approximately 25%

lower CO₂e emissions per kilowatt hour. CO₂ emissions were calculated per unit of energy produced or consumed (kilowatt-hour) to enable a direct comparison between different energy sources, such as diesel, fossil LNG, and biogenic LNG.

Scope 2: Indirect Energy-Related Emissions

Since the **Runden Group** generates its own electricity through its photovoltaic systems and covers any undersupply by purchasing green electricity, the scope 2 emissions under the market-based approach are consequently 0. Using the location-based approach, emissions were reduced to 517.2 tCO₂e, representing a savings of 75.8 tCO₂e compared to 2022.

This reduction can primarily be attributed to two key factors: On the one hand, the emission factor of the electricity mix in Germany has decreased compared to the previous year. This is due to a 7.2 percent increase in the share of renewable energy sources in Germany in 2023 compared to 2022. Secondly, targeted modernization measu-

res—such as the expansion of photovoltaic systems and smart building automation, including intelligent exposure, ventilation, and heating—enabled more efficient use of the properties.

Scope 3: Other Indirect Emissions

Significant savings in scope 3 emissions were achieved in 2023. A total of 14,126.70 tCO₂e was saved across upstream categories compared to the previous year. The essential effects primarily stem from the balancing of transports for **WBG Pooling** and **LHM Pooling**. In 2023, a restructuring was implemented, transitioning the emissions calculation from being based on the monetary purchase value of transports to being based on kilometers driven. This process ensures greater transparency and accuracy in the balance.

Another key point is the price stabilization of euro pallets. In 2022, purchase prices were higher due to increased raw material and energy costs as well as the market upturn following COVID. These prices were lower in 2023.



Conversion to green electricity.
By using PV systems, the Runden Group is securing operations at all locations

Long-Term Climate Protection Measures and Targets

In 2023, the **Runden Group** developed a series of concrete and strategic measures aimed at significantly reducing its greenhouse gas emissions in the coming years. These initiatives focus on driving sustainable changes in fleet management, real estate, logistics, and process optimization, thereby

actively paving the way toward a net-zero emissions future. These measures include:

Electrification of the Fleet:

The **Runden Group** aims to fully electrify its fleet to reduce dependency on fossil fuels. An important measure is the discontinuation of new diesel tractor units. By 2029, 80 percent of vehicles in regional transport

are to be converted to electric tractor units. Additionally, all trailers will be transitioned to e-trailers by 2029, further contributing to emissions reduction in logistics.

Energy-Oriented Refurbishment of Properties:

Improving the energy efficiency of company buildings and the energy-oriented

Sum of calculated CO₂e emissions in t/a (location-based)

	2021	2022	2023	Δ
Scope 1	8.324	8.074,9	7.473,5	-601,4
1.1 Direct emissions in stationary incineration plants	672	550,4	420,9	-129,5
1.2 Direct emissions in mobile incineration plants	7.568	7.377,1	6.400,5	-976,5
1.3 Direct process emissions	0		492,1	492,1
1.4 Direct fugitive emissions	84	147,4	160,0	12,5
Scope 2	623	593,1	517,2	-75,9
2.1 Indirect emissions from purchased electricity	623	593,1	517,2	-75,9
Scope 3	7.377	39.837,4	25.710,7	-14.126,7
3.1 Purchased goods and services	3	10.758,8	5.090,7	-5.668,1
3.2 Capital goods	4.774	7.815,2	8.885,6	1.070,4
3.3 Fuel and energy-related emissions	2.280	2.317,2	2.014,7	-302,5
3.3.1 Biogenic fuel- and energy-related emissions			173,9	173,9
3.4 Upstream transportation and distribution	0	18.542,9	9.133,8	-9.409,1
3.5 Waste	55	46,2	27,3	-18,9
3.6 Business trips		1,4	9,7	8,4
3.7 Employee mobility	265	355,7	374,9	19,3
Overall result	16.324	48.505,3	33.701,3	-14.804,0

Did you know?

CO₂ emissions are caused by the combustion of carbon-containing materials such as oil, coal and wood.

The amount of CO₂ emissions has therefore increased enormously since industrialization. Large quantities of CO₂ are produced by electricity and heat generators, industry and private households.

refurbishment of the Klünenberg site began in 2022 and are set to be completed by the first quarter of 2025. Additional renovation projects and the expansion of renewable energy use are planned to reduce energy consumption and emissions in the long term. Renovation at the Gewerbering site will commence in the first quarter of 2025.

Logistics Optimization:

The **Runden Group** aims to continuously improve the efficiency of its logistics processes, particularly in the WBG Pooling segment. By strategically expanding infrastructure and the pooling network, the company seeks to reduce the average driving distance per tour. This measure not only helps cut emissions but also enhances the cost efficiency of logistics operations.

Efficiency Improvements in Cleaning Processes:

The **Runden Group** plans to build a new energy-efficient and smart service center. This new facility will further optimize cleaning processes for re-usable transport packaging while reducing emissions.

Training Programs for Drivers:

To further reduce fuel consumption, the company is introducing a comprehensive training program for drivers. Eco-training sessions and the launch of a driver league aim to lower the average fuel consumption of tractor units by at least 4 percent per 100 kilometers. These programs promote a fuel-efficient way of driving, reducing costs and emissions over the long term.



Environmental Pollution

Preventing pollution, taking responsibility

When evaluating environmental impacts, we place particular emphasis on factors such as dimension and frequency, risk potential, as well as controllability and potential influence. Prioritization is carried out systematically: The more significant the potential environmental damage and the more frequently an environmental aspect occurs, the more urgently it is addressed.

For high-priority issues, we take immediate steps—often in close collaboration with our stakeholders. Our aspiration is not only to respond to challenges but also to proactively develop solutions that create a positive long-term impact on the environment.

As part of our strategic sustainability focus, the **Runden Group** sets clear goals to effectively reduce and ultimately prevent environmental pollution in the long term.

In doing so, we consider not only our own activities but also the entire value chain—from raw material extraction to the recycling of residuals. Our approach is based on three key pillars:

- » **Prevention and Reduction of Air, Water, and Soil Pollution**
- » **Gradual Replacement of Hazardous Substances with More Environmentally Friendly Alternatives**
- » **Prevention and Damage Limitation in the Event of Unforeseen Incidents**

The goal is to minimize all environmental impacts along the value-added chain through these and similar initiatives.

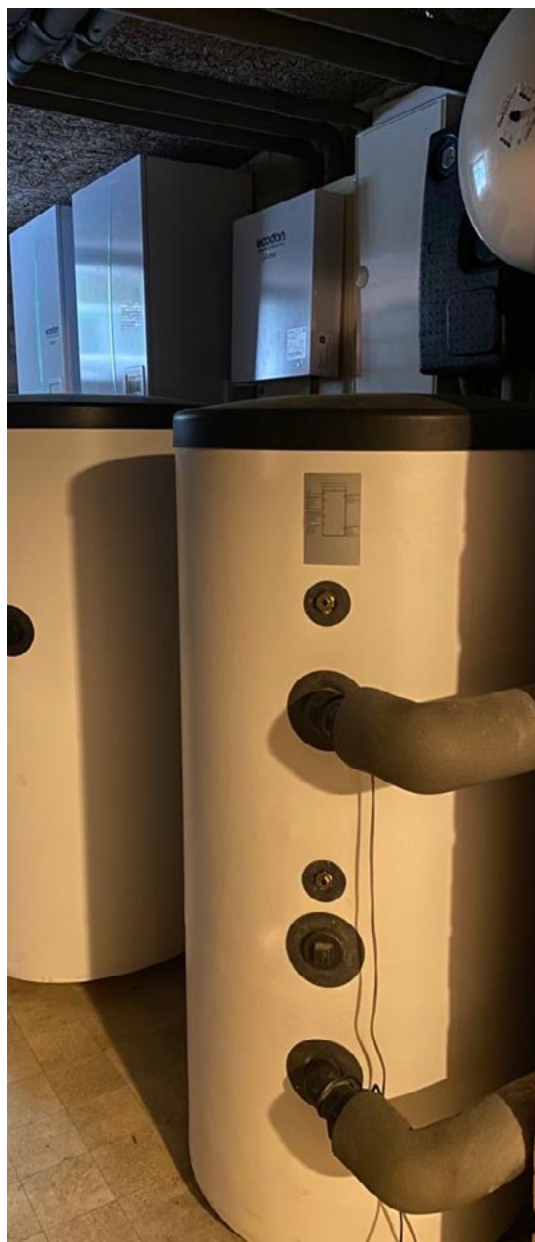
Another focus is the energy-oriented refurbishment of our buildings. By utilizing renewable energies and consistently eliminating the use of fossil fuels, we not only reduce CO₂ emissions but also actively contribute to air pollution control.

Intelligent control systems optimize our energy consumption, while we efficiently recover energy effects such as waste heat. For example, heat generated during cooling is integrated into our heating systems.

Looking ahead, we plan to implement such technologies on a broad scale across all office and industrial buildings. Additionally, we remain open to new technologies and innovative approaches to energy saving to continuously achieve our sustainability goals.

Our environmental strategy is not a static concept but a dynamic and continuously evolving process. Regular checks on our progress and adjustments to new challenges ensure that we act flexibly and with a forward-looking approach. Ongoing monitoring and assessment of environmental impacts guarantee that we remain up-to-date with the latest scientific and technological developments and align our measures accordingly.

Comprehensive and proactive strategies to systematically assess, prioritize and minimize environmental impacts along the entire value chain. Measures are dynamically developed and adapted to new challenges.



Environmental Pollution

We take care of our Environment: Prevention is better than cure

In the course of our operating activities, we place special emphasis on responsibly managing potential environmental hazards, particularly in the event of disasters.

A typical scenario is the spillage of diesel on our premises. In such cases, our comprehensive contingency measures are implemented to minimize environmental impacts as much as possible.

Key steps include the immediate sealing of the affected area, containment of the spilled substance, and its proper disposal by certified specialist companies.

All our sites are equipped with specially designed emergency kits, enabling swift and efficient response to spills. This ensures that we act promptly and responsibly even in unforeseen situations.

In addition, we continuously invest in the training of our employees, as we firmly believe that only a well-trained team can take the right actions in critical moments. Regular trainings ensure that our workforce is well prepared to handle potential environmental hazards.

**Our Goal: More Electrification,
less Pollution**

A central component of our environmental strategy is our ambitious goal to transition our entire fleet to electric drives. This aims to significantly reduce emissions in both passenger cars and commercial vehicles. This step not only decreases air pollution but also represents an active contribution to climate protection.

Specifically, our strategy aims to significantly reduce emissions of CO₂, methane, carbon monoxide (CO), nitrogen oxides (NO_x), and unburned hydrocarbons (HC). Such a transformation requires a long-term and consistent approach, but we have already taken decisive measures in 2023.

This includes our clear principle of no longer purchasing new diesel vehicles.

With this approach, we are committed to future-oriented mobility that combines ecological responsibility with entrepreneurial acts.



In 2023, we expanded our truck fleet with a new e-trailer and ordered three electric tractors. Our commitment to sustainable mobility is continuously growing, as evidenced by our future plans:

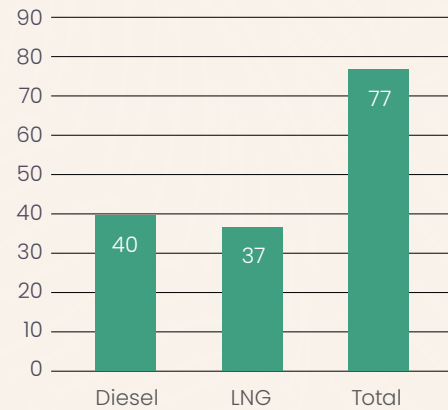
In the spring of 2024, we successfully put the first fully electric Volvo FH semi-trailer tractor into operation. In the fall, we expect the delivery of 12 new Schmitz Cargobull S.KOe COOL e-trailers, which will further modernize and make our fleet more environmentally friendly.

Progress will continue in 2025: We plan to commission two additional fully electric eActros 600 tractors in the spring. These vehicles feature an improved range and make a significant contribution to further enhancing the efficiency and sustainability of our fleet.

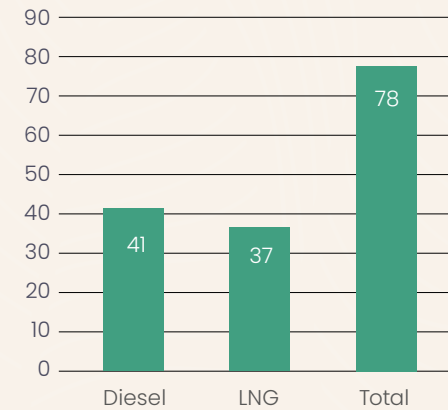
With these measures, we are consistently focusing on forward-looking mobility solutions and reinforcing our commitment to taking a leading role in sustainable logistics.

Truck fleet Runden Group

12 / 2022

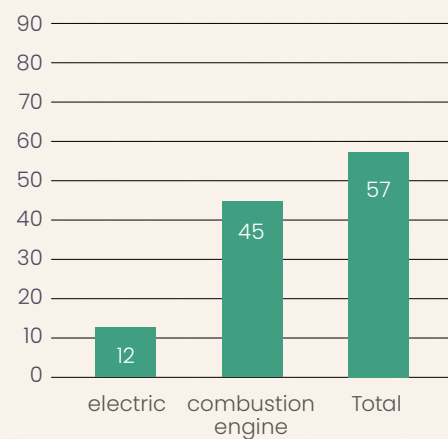


12 / 2025

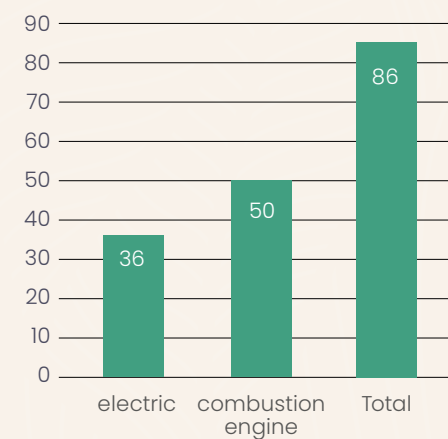


Car fleet Runden Group

12 / 2022



12 / 2025



The Runden Group is actively driving the transition to sustainable mobility by aiming to fully electrify its fleet. Emissions are systematically reduced through detailed analyses and targeted measures in order to assume ecological responsibility in all business areas.

Significant progress was also made in our car fleet in 2023. We decommissioned a total of 11 combustion-engine vehicles and introduced 29 new passenger cars into operation, including 24 electric vehicles.

This development is clearly reflected in the composition of our fleet: The share of electric vehicles increased from 21.05 percent in 2022 to an impressive 41.86 percent by the end of 2023. This represents a growth of 20.81 percent within a year—

—a clear testament to our consistent commitment to sustainable mobility.

With this growth, we continue to drive forward the transition to an emissions-free vehicle fleet, actively contributing to climate protection.

The **PLANWORKS** fleet, which primarily consists of service vehicles, is set to be fully electrified in the long term. Since 2024, only vehicles with electrical drive have been purchased. By fall 2024, 6 service vehicles were already put into operation.

The electrification of our fleet emphasizes our commitment to assuming ecological responsibility across all divisions.

The Air we breathe

In the areas of air, water, and soil pollution, we place great importance on transparency regarding the emissions we generate. Our responsibility for a sustainable future commits us to openly communicate which pollutants are released in the course of our activities and how we address these challenges.

Our efforts are not limited to reducing greenhouse gas emissions, which we are already tackling in the context of climate change, but also extend to other pollutants that contribute to environmental impact. Through comprehensive reporting and targeted measures, our objective is to promote sustainable development and continuously reduce our ecological footprint.

Over the past year, we collected and analyzed extensive data on the pollutant emissions of our vehicle fleet. Using detailed analyses, including the overview of fuel consumption within the **Runden Group** in 2023 and the mileage of all company vehicles during the same period, we were able to calculate emissions with precision.

Particular attention was given to vehicles that contribute significantly to the company's pollutant emissions. The calculations were based on the pollutant emission values

of the HFEBA for road traffic. This data allows us to develop targeted measures to effectively reduce emissions and sustainably minimize the environmental impact of our vehicle fleet.

The pollutant emissions of our trucks were calculated based on their mileage. This involved analyzing the vehicles' kilometrage at the beginning and end of 2023 (January 1 and December 31).

For passenger cars, emissions were determined using fuel consumption data combined with average values from Statista. As a result, our figures are based on a combination of recorded mileage, published emission factors, and well-founded estimates. This methodology provides a reliable foundation for calculating our emissions and enables us to develop targeted measures for their reduction.

The data collected for 2023 provides detailed insights into the total load caused by specific pollutants. Carbon monoxide (CO) emissions amounted to 3,896.16 tons, while nitrogen oxides (NOx) reached a total of 5,850.82 tons. Particulate emissions were also recorded, totaling 64.96 tons.

These figures highlight the need for action and emphasize the necessity of targeted measures to reduce pollutant emissions

within our company. They form the foundation for our strategic planning in the areas of sustainable mobility and environmental management.

The analysis of energy consumption within the **Runden Group** showed that all energy sources were reduced compared to the previous year. The results underline the fact that the first implementations in the area of energy-efficient property renovations are having an impact. It is also clear that the optimization at the Holdorf service center by switching to ecological cleaning agents is having a positive effect on the consumption of gas and heating oil.

By using the ecological cleaning agent, reusable transport packaging can be cleaned at a temperature of just 35–40 °C compared to the previous 80–85 °C. We have set ourselves the goal of continuing to systematically collect and transparently communicate all relevant data in the future.

Our focus is on consistently minimizing the environmental impact of our activities and sustainably reducing pollutant emissions.

Energy consumption within the Runden Group

Consumption in kWh	2021	2022	2023
Electricity [kWh]	1.417.953	1.405.892	1.333.004
Gas [kWh]	2.368.377	2.045.478	1.671.579
Diesel [kWh]	25.019.037	19.257.774	17.388.388
Heating oil [kWh]	653.728	415.383	319.253
LNG [kWh]	4.353.265	12.529.088	8.752.925



Water and Maritime Resources

Over 70 percent of our planet is covered by water—a seemingly abundant resource. Nevertheless, the sustainable management of water and maritime resources is critical for the health of our planet and the survival of all forms of life. Water is the foundation of all life and plays a key role in regulating the global climate.

*Source:
UN World Water Report 2023

However, growing environmental impacts caused by human activities are placing this precious resource increasingly at risk. (source: United Nations World Water Development Report 2023)

At **Runden Group**, we take our responsibility to protect vital resources very seriously. Our objective is to minimize our impact on water and maritime resources while actively contributing to the preservation and restoration of these delicate ecosystems. Environmental and climate protection is a central element of our business action and reflects our commitment to a sustainable future.

Compliance with the European Sustainability Reporting Standards (ESRS), particularly in the area of water and maritime resources (E3), is a central guideline for us. It enables us to accurately measure our environmental impact, effectively manage risks, and implement targeted actions. By adhering to these standards, we make an active contribution to global sustainability and fulfill our responsibilities as a company.

Strategies and Measures Related to Water and Maritime Resources

One part of our sustainability strategy is the responsible use of water as a resource. We continuously optimize our processes to reduce consumption and operate more sustainably. An essential part of our strategy is the use of rainwater, which is collected through retention systems. This water is utilized for outdoor irrigation and toilet flushing, significantly reducing the consumption of

valuable drinking water.

A concrete example of these measures is the installation of reservoirs at our locations in Rouen Kamp 7a, Klünenberg 15, and the boarding house (Wiehenkämpen). These systems allow us to efficiently store and utilize

rainwater, making a vital contribution to improving our environmental footprint.

The majority of our water consumption is attributed to **WBG Pooling GmbH & Co. KG**, which is involved in the cleaning of re-usable transport packaging. However, in 2023, water usage was significantly reduced through a targeted adjustment of the cleaning process. This optimization marks an important step toward promoting the responsible use of water resources and consistently pursuing our sustainability goals.

By optimizing the cleaning process, particularly by reducing the water cycles of individual machines, the water flow was decreased, which also reduced the volume of wastewater generated. In 2023, water consumption amounted to 19,573 cubic meters, representing a 21.34 percent reduction compared to the previous year.

The following table provides a detailed overview of water consumption at the Holdorf service center:

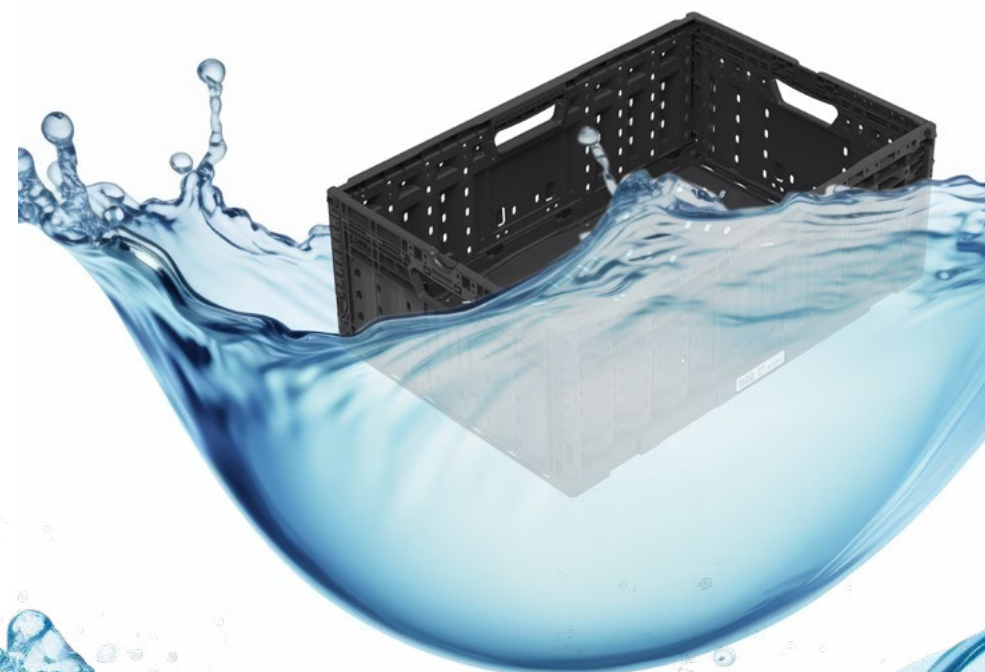
Year	Total consumption [in m³]	Change compared to previous year [in m³]	Quantity of cleaned MTV
2021	21.900	+ 3.423	4.254.138
2022	24.882	+ 2.982	4.171.072
2023	19.573	- 5.309	4.226.471

through targeted optimization of water cycles in the cleaning of re-usable transport packaging (RTP) at the Holdorf service center. These measures accounted for a substantial portion of the savings, with approximately 75 percent of the **Runden Group's** overall water reduction attributed to the Holdorf service center.

These results highlight the success of our efforts to implement resource-efficient processes and sustainably reduce water consumption.

Development of water consumption Runden Group 2021 - 2023		
Year	Total consumption [in m³]	Change compared to previous year [in m³]
2021	33.491	+ 4.905
2022	28.593	- 4.898
2023	21.359	-7.234

Water consumption during the reporting year was significantly reduced



By reducing water consumption through targeted measures, efficient circulation systems and sustainable water treatment, consumption is reduced and energy efficiency increased in order to achieve long-term sustainability goals.

The table on the previous page highlights the significant reduction in water consumption within the **Runden Group** from 2021 to 2023. This achievement is the result of targeted optimization measures, particularly at the Hol-dorf service center, which accounts for the majority of the savings.

Our long-term goal is the construction of a state-of-the-art service center for **WBG Pooling's** re-usable transport packaging at the new location in Emstek. We are investing in most advanced technologies that will enable the cleaning of re-usable transport packaging to be even more efficient, with significantly reduced water consumption.

The new facilities meet the highest hygiene standards and are designed to operate in a resource-efficient and sustainable manner. From the planning phase onward, we placed great emphasis on equipping the new industrial site with rainwater storage and treatment systems, as well as resource-saving circulatory systems. This project represents an important step in consistently advancing our sustainability goals.

Retention systems are currently being designed and implemented for the new site in Emstek as well as other locations to enable efficient use of rainwater. This rainwater is planned to be utilized, for instance, in the first cleaning stage of re-usable transport packaging.

In addition, filtration systems are being planned to treat and reuse water multiple times. These measures will not only further reduce water consumption but also contribute to a sustainable and resource-efficient use of water in our processes.

An innovative concept has also been developed for in-house water recycling: To meet the consistently high demand for process water while efficiently utilizing the significant volume of graywater, a graywater utilization system (GWUS) will be operated in addition to the rainwater treatment systems.

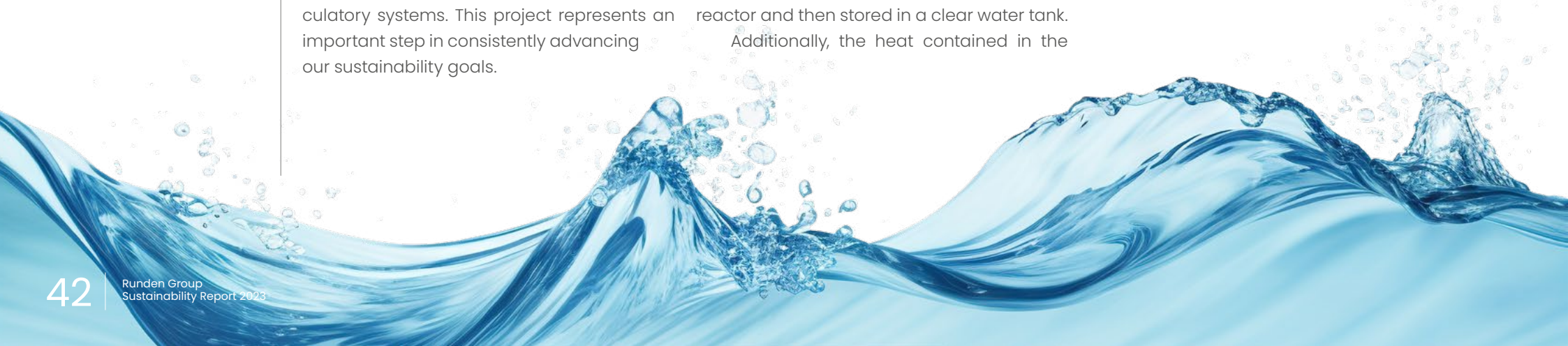
The graywater is treated in a membrane bio-reactor and then stored in a clear water tank. Additionally, the heat contained in the

water is recovered using a heat exchanger in combination with a heat pump.

The treated water is of excellent quality and is reintroduced into the water cycle using a pressure boosting system and UV disinfection. This concept not only enables sustainable and resource-efficient water use but also enhances the energy efficiency of our processes.

The use of circulatory systems can reduce the required water consumption by more than half. Graywater recycling thus not only contributes to resource conservation but also supports the overarching objective of ensuring universal access to clean and affordable drinking water, as well as sanitation and hygiene.

Moreover, there is a direct link between water and CO2 emissions: Every liter of water saved reduces the energy required for its extraction, treatment, and transport—and consequently,



the associated CO2 emissions. This interplay highlights the importance of efficient water use for comprehensive climate protection.

The building and systems technology of the new service center is comprehensively designed for optimal water usage. Complementing this, smart building automation supports the reduction of water consumption.

By utilizing modern electronic control systems, resource usage is efficiently regulated and precisely adjusted to actual demand.

For water recirculation, we place great importance on ensuring that no polluting loads, fat, or oil residues enter the wastewater. To achieve this, we have installed oil and grease separators in our processes to effectively filter out impurities.

In addition, we use a sustainable cleaning agent for cleaning our re-usable transport packaging. This not only reduces the pollutant load in wastewater but also lowers energy consumption by enabling the use of lower water temperatures. For other cleaning agents, we ensure they are, whenever possible, listed in the FiBL database to guarantee their environmental compatibility.



As good as new!
The E2 Performance Crate light blue in washing process.

Biodiversity and Ecosystems

With initiatives such as the Losse organic farm, certified flowering areas and reforestation projects, we combine ecological commitment with economic responsibility.

*The organic seal is a quality and test seal with which products from organic farming are labeled.

**Naturland - Verband für ökologischen Landbau e. V. was founded in 1982 in Gräfelfing near Munich with the aim of promoting organic farming worldwide.

The **Runden Group** is actively committed to protecting biodiversity and preserving valuable ecosystems. In line with our guiding principle–

“Together, we shape a better future to leave a livable world for future generations”—we have developed a comprehensive strategy.

This strategy aims to implement lasting measures that promote the preservation of natural habitats, protect biodiversity, and maintain the balance of ecosystems. Through our commitment, we strive to make an active contribution to ensuring a livable environment for future generations.



Own Agricultural Lands

Our efforts to protect the environment and promote biodiversity extend beyond our core operations. In the agricultural sector, we focus on sustainable and forward-thinking practices.

An outstanding example of this is our organic farm Losse in Altmärkische Höhe, which demonstrates our strong commitment to organic farming. On approximately 100 hectares of agricultural land, we cultivate grain, sunflowers, vegetables and corn in EU organic and Naturland-certified quality.



At the heart of our activities are the protection and long-term preservation of soil fertility, the targeted promotion of biodiversity, and farming within closed-loop systems. In doing so, we actively contribute to sustainable agriculture that harmonizes ecological and economic responsibility.

Flowering Meadows and Orchards

In addition to our agricultural activities, we actively promote biodiversity through Naturland-certified flowering meadows and orchards. These flowering areas play a crucial

role in preventing species extinction by creating new habitats for insects and wildlife.

We are continuously expanding this initiative by integrating flowering areas into entrances and parking spaces at all our locations. This not only enhances biodiversity but also conserves soil and creates sustainable, nature-oriented spaces at our sites.

This commitment emphasizes our objective of holistically embedding ecological responsibility into our corporate culture.

Own Forest Lands

In addition, we actively contribute to the promotion and strengthening of forest ecosystems. We own our own forest lands and support reforestation through annual tree-planting campaigns involving our employees. These initiatives directly enhance local forest ecosystems near our locations and demonstrate our strong commitment to regional engagement and sustainable action.

In Saxony-Anhalt, we farm 40 hectares of forest land as part of our organic farm. Through sustainable forestry, we combine the protection of natural resources with long-term environmental value, actively contributing to the preservation of biodiversity and climate stability.

All these initiatives reflect our holistic approach to environmental protection—an approach that does not stop at the factory gates but is deeply embedded in our corporate philosophy.

Our measures deliver clear results: We actively contribute to the restoration of ecosystems, deliberately promote local biodiversity, and ensure the sustainable use of natural resources. By combining economic activity with ecological responsibility, we are laying the foundation for a livable future, with a commitment to further expanding our efforts to promote biodiversity.

As **Runden Group**, we aim to send a clear message that economic success and environmental protection are inseparably linked.

Our effort is to harmonize both aspects, creating a solid foundation for a sustainable future—for our company, our environment, and future generations.



Organic farming.
The Biohof Losse in the 'Altmärkischen Höhe'.

Resource Use and Circular Economy

In the area of resource use and circular economy, we focus on intelligent and forward-thinking solutions that not only make our processes more efficient but also sustainably reduce environmental impact.

Our entire business model is based on the principles of reuse, repair, and recycling. We firmly believe that the Earth's valuable resources should be treated with the utmost respect. By intentionally reusing materials multiple times, we actively contribute to re-

ducing resource consumption and minimizing our company's ecological footprint.

Despite our company's size and industry-specific focus, the generation of waste cannot be entirely avoided. In 2023, our

Reuse, repair and recycling are at the heart of our business models.

We demonstrate effectiveness in conserving resources and reducing environmental impact through intelligent solutions such as reusable packaging and pooling systems.

Waste fraction	Producer	2022	2023	Change [%]
Commercial waste [t]	Runden Group	62,469 t	62,477 t	+0,01 %
Paper and cardboard [t]	Runden Group	3,153 t	2,938 t	-6,79 %
Waste oil [t]	Rubetrans Warehouse	3,42 t	2,61 t	-23,68 %
KAT3 [m³]	Rubetrans Lager, SC Holdorf	77 m³	42,43 m³	-45,14 %
Grease separator [m³]	SC Holdorf	120 m³	200 m³	+66,67 %
Foil [t]	Rubetrans fleet	0,086 t	0,088 t	+2,33 %
Oil-contaminated operating fluids and filter materials [t]	Rubetrans fleet	0,262 t	0,292 t	+11,45 %

total waste volume amounted to approx. 68.5 tons. This includes commercial waste, paper and cardboard, used oil, foils, as well as oil-contaminated resources and filter materials. Currently, only the waste fractions of category 3 materials and grease separator contents are measured in cubic meters.

Notably, in 2023, we were able to recycle over six tons of our waste. This achievement

demonstrates the effectiveness of our circular economy approach, significantly contributing to conserving resources and minimizing environmental impacts.

The Concept of the Cycle

At the heart of our corporate philosophy lies the concept of the cycle. Materials and products are designed from the outset to be not

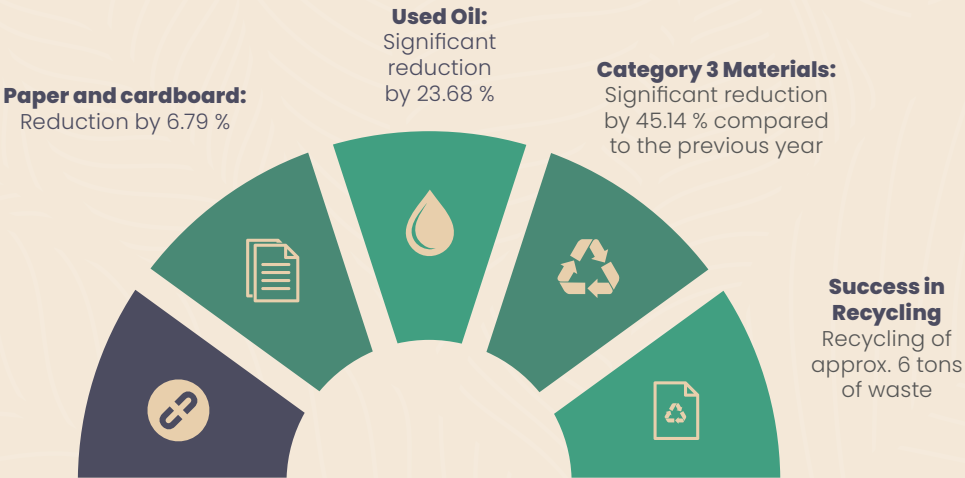
only durable but also seamlessly reintegrated into new production cycles after an intensive use phase.

An outstanding example of successfully combining efficiency and sustainability is the use of re-usable transport packaging and the intelligent pooling system of **WBG Pooling**. This system conserves resources, reduces waste, and enhances the efficient

*Cradle to Cradle Certified® certification is a tool for companies to credibly and traceably demonstrate their achievements and progress in the environmentally intelligent design of their products. The certification helps customers to demand and purchase products that meet a broad, environmentally friendly standard.

With innovative solutions and Cradle to Cradle certification, we are consistently driving forward the circular economy and maximizing resource conservation and ecological efficiency.

Successes in waste management



cy of transport processes. It emphasizes our commitment to consistently integrating sustainable solutions into our business models.

As part of our cradle-to-cradle® (C2C) certification, we employ innovative processes to keep the recyclable material plastic within a closed loop, avoiding downcycling during recycling. This sustainable recycling method ensures that the quality of the plastic is fully preserved, allowing it to be reused in the production of new re-usable transport packaging.

Thanks to innovations in design and materials, we can extend the lifespan of our products and maximize their environmental benefits. A notable example is our modular folding crates: Damaged side panels can be replaced, allowing the crates to be repaired and retained. This concept actively conserves resources by reducing the need for new raw materials. It is not only environmentally beneficial but also economically advantageous.

To further advance the circular economy, we plan to expand cradle-to-cradle® certification to additional products in our range.

Through our smart pooling system and the high return efficiency of re-usable transport packaging, we optimize logistics across Eu-

The benefits of the pooling system go far beyond reducing transport kilometers. It enables optimal utilization of our products: Every box can be tracked, reused multiple times, and efficiently repurposed. Through this closed-loop system, we not only enhance logistical efficiency but also establish a sustainable foundation for a resource-efficient economy.

The pooling system is therefore much more than a logistical solution—it is a central component of our strategy to actively promote the circular economy and drive sustainable progress in our industry.



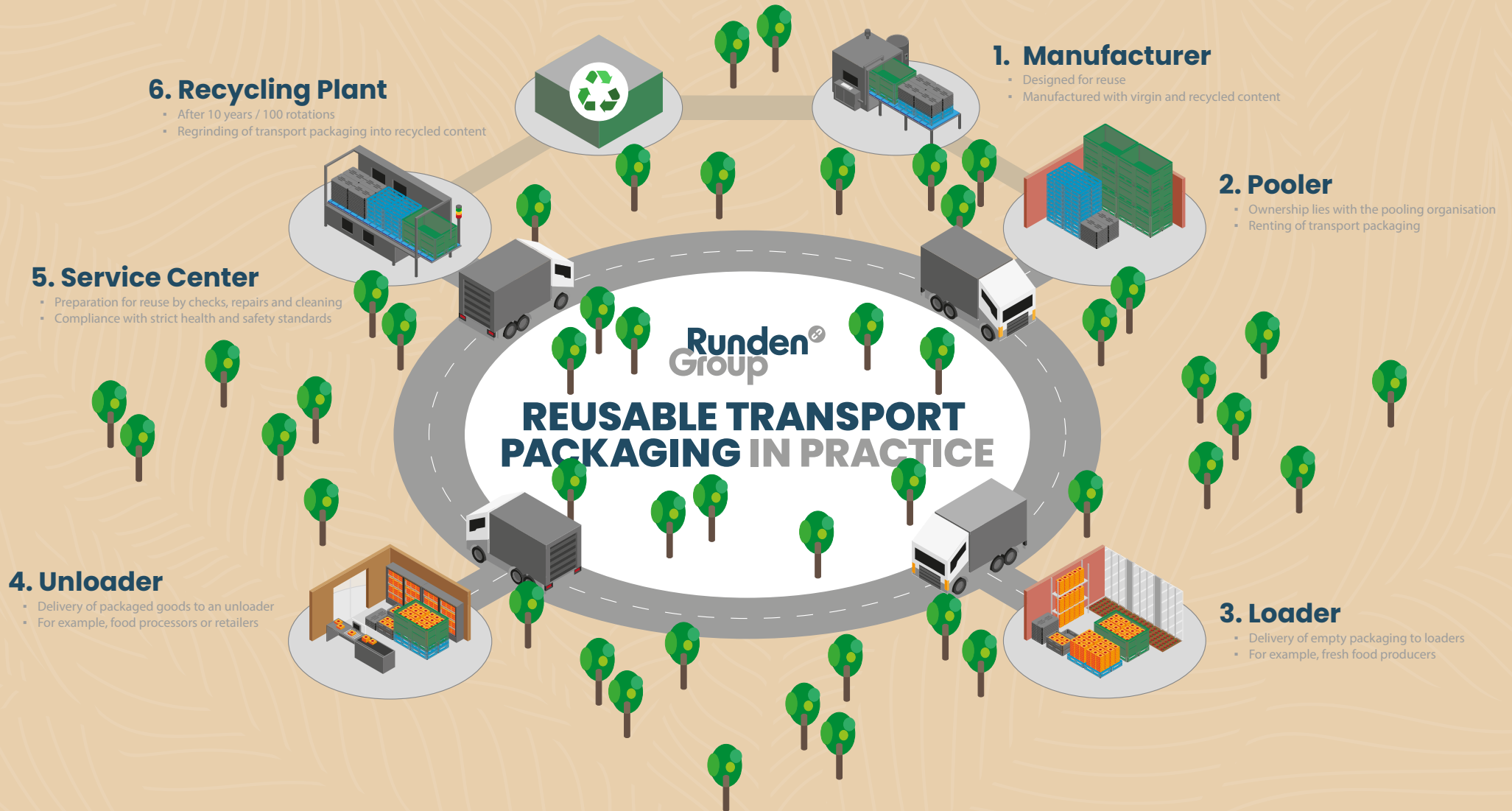
Reuse, repair and recycling are at the heart of our business models. We demonstrate effectiveness in conserving resources and reducing environmental impact through intelligent solutions such as reusable packaging and pooling systems.



"A true circular economy minimizes resource consumption, keeps materials in the cycle and relies on cradle to cradle to make products endlessly usable – with fair working conditions as the foundation of value creation."

– Michael Buck, Head of C2C-Circular-Economy I Procurement EU

rope in a way that significantly reduces transport kilometers. Every avoided kilometer not only cuts CO2 emissions but also brings us closer to our goal of continuously minimizing the ecological footprint of our logistics.



New BigBoxes made of HDPE are circulated at least 50 times before they are classified as faulty.

If necessary, the box is repaired to ensure the same stability. It is cleaned and disinfected beforehand.

If a box is irreparable, it goes to a recycling company. There, the irreparable box is ground into regranulate, from which a new BigBox is made.



Digital Transformation

The **Runden Group** leverages the transformational power of digitalization to advance sustainable reusable solutions. The central thought is that returnable packages are not only more resource-efficient than single-use alternatives but can also be made more efficient and user-friendly through the use of innovative digital technologies.

With digital tools and systems, we optimize processes such as the tracking, management, and return of our returnable packages. This enables seamless integration into logistical processes while enhancing transparency and efficiency—another step toward aligning sustainability with technological innovation.

Reusable solutions are only sustainable if they enable as many cycles as possible and optimize the return of empty transports through short distances and a dense network. Two key aspects play a crucial role in this:

User-Friendliness

The systems must be designed to be simple, intuitive, and cost-effective to ensure high

user acceptance. Reusable solutions can only reach their full potential if they can be conveniently and efficiently integrated into daily operations.

Data-Driven Sustainability

The transparent reporting and analysis of data on cycles, transport routes, and distances is essential to demonstrate the ecological efficiency of the systems. This data basis enables the identification of optimization potentials and the development of targeted measures for even more sustainable use.

By combining user-friendliness with data-driven sustainability, we create solutions that are both ecologically and economically convincing.



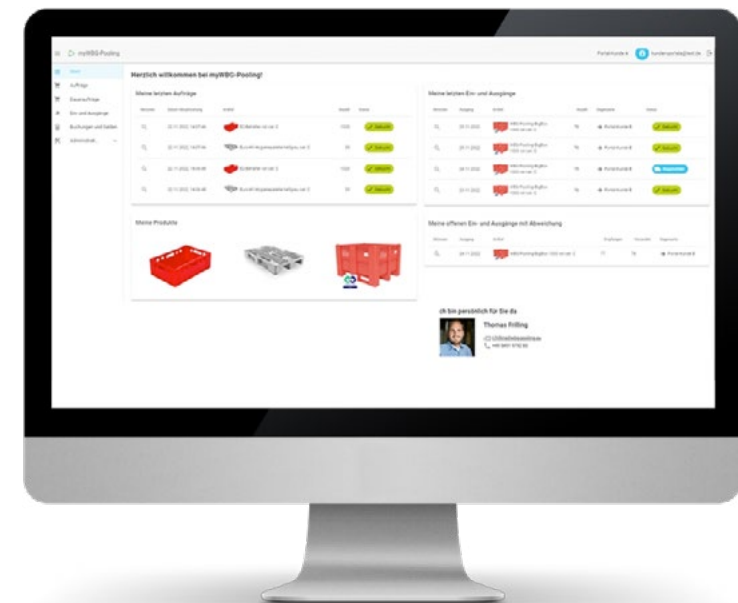
To meet the demands of a modern and sustainable circular economy, we have developed and continuously optimized the platform **myDCE** (digital circular economy) in collaboration with our digitalization experts. This innovative concept for a digitized circular economy connects all participants

in a reusable loop and revolutionizes the management of returnable packages.

The advantages of myDCE at a glance:

Transparency and Efficiency

Movements of returnable packages are recorded easily and transparently. Users can access current transaction statuses at any time, enabling more efficient management of the entire cycle.



Flexibility

The platform allows for the creation of various booking groups, which are organized individually according to the owners of the packaging. One example of this is the booking group **myWBG Pooling**.

Integration

myDCE can be seamlessly integrated into existing infrastructures. This applies to both manual use and connections to ERP systems via various interfaces, ensuring straightforward integration into existing processes.

With **myDCE**, we are setting new standards in the digital management of reusable cycles, creating a foundation to sustainably enhance efficiency and sustainability in the circular economy.

Simple Account Verification: Users can easily manage their accounts through the platform

A key feature of **myDCE** is the tracking of packaging transitions between sender and recipient. This significantly reduces administrative effort and makes processes more transparent and efficient. With these advantages, **myDCE** enhances user-friendliness and sustainability in the management of reusable cycles.



Smart Digital Solutions for Greater Sustainability

In March 2023, **myDCE** was successfully implemented for the booking groups **myWBG Pooling** and **myLHM Pooling**. The platform offers customers numerous features that simplify and streamline the management of returnable packages:

Order Placement for Deliveries or Pick-ups: Customers can manage these directly through the platform

Order Status Overview: Current information on ongoing operations is available at any time

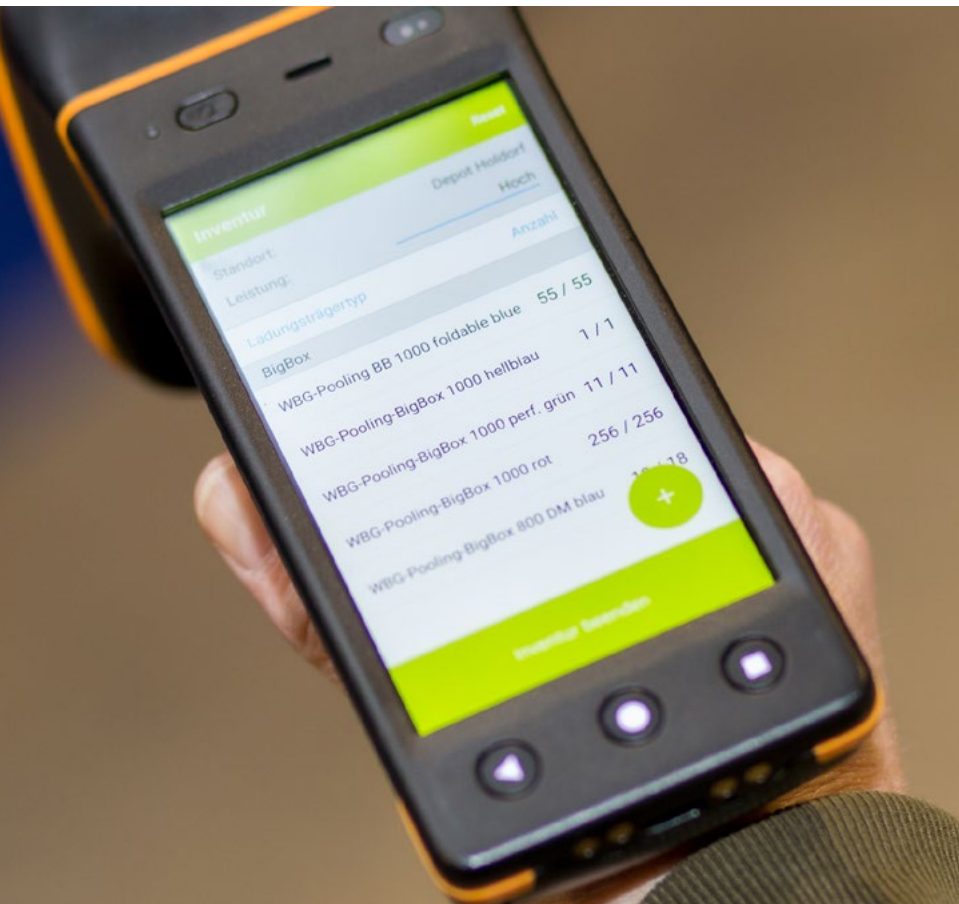
Access to Digital Documents: All relevant documents are centrally and digitally available

Another significant milestone in the digitalization of our circular economy is the introduction of **DCE-ID**, a system based on the global standard GRAI (Global Returnable Asset Identifier). The goal of **DCE-ID** is to individually track reusable packaging throughout its entire lifecycle and make the sustainability of the system measurable.

The advantages of DCE-ID at a glance:

Individual Tracking: Each reusable packaging unit is registered throughout its lifecycle, enabling transparent tracking

Data Consolidation and Analysis: **DCE-ID** centrally collects comprehensive data, such



as the number of cycles and distances traveled. This transparency provides evidence that reusable systems are more sustainable than single-use solutions

Tracking Technology: Packaging is tracked using RFID, barcodes, or DataMatrix codes, allowing us to know at any time where a package comes from and where it is going

Pilot projects with battery-free IoT systems are expanding the applications of **DCE-ID**. These systems enable not only the localization of packaging but also the collection of additional data, such as temperature.

With **DCE-ID**, we are setting new standards in the circular economy by creating transparency, increasing efficiency, and providing the foundation for informed decisions in the sustainable use of returnable packages.

With **P2D** (paper to digital), we have introduced an innovative solution that significantly simplifies paper-based processes in logistics. Instead of labor-intensive manual handling, documentation can be scanned and digitized directly on-site—without the need for an additional app. A simple QR code on the delivery note is all it takes to initiate the process.

The advantages of P2D at a glance:

Efficiency Improvement: The time required for processing documents at **WBG Pooling** has been halved thanks to **P2D**

Accelerated Invoicing: Invoices can now be issued an average of 2 days earlier, significantly optimizing the billing processes

User-Friendliness: The intuitive use requires no additional software or training, relying instead on familiar technologies like QR codes



P2D is another step toward making processes more efficient, resource-saving, and future-oriented—a clear testament to our commitment to creating added value in logistics through digitalization.

Digitalization and transformation through innovative approaches remain central pillars of our sustainability strategy. With a clear focus on the future, we are pursuing ambitious goals, such as advancing technologies for fully automated tracking and booking of returnable packages.

We are convinced that digital innovations not only create ecological benefits but also enhance economic efficiency. This synergy brings us significantly closer to a resource-efficient and sustainable future, where environmental awareness and business success go hand in hand.



With a clear focus on the circular economy and innovative technologies, we are shaping new standards for a sustainable economy and successfully combining economic efficiency with environmental awareness.

*The Forest Stewardship Council (FSC) is an international non-profit organization (stewardship)

**The abbreviation "PEFC" stands for "Programme for the Endorsement of Forest Certification Schemes", i.e. a programme for the recognition of forest certification systems.

Responsible Use of Raw Materials

At **LHM Pooling**, the responsible use of raw materials is also the foundation of their operations. The materials used for pallets, such as wood, come exclusively from sustainably managed forests and are certified by organizations like the *Forest Stewardship Council (FSC) and the **Programme for the Endorsement of Forest Certification (PEFC).

These certifications guarantee that the raw materials used come from ecologically, economically, and socially sustainable sources. By doing so, **LHM Pooling** makes an important contribution to forest conservation and ensures that these resources are preserved for future generations. The use of certified materials highlights the company's commitment to placing ecological responsibility at the core of its business practices.

On average, pallets and load carriers complete 10 to 100 cycles before showing any

signs of wear. Even then, their usability doesn't end—targeted repairs give them a new or extended life.

When the final chapter of their lifecycle is reached, the recycling approach comes into play: The wood is processed into pressed wood, mulch, or fuel, ensuring that the resources continue to be used meaningfully.

Particularly noteworthy is the carbon dioxide sequestration of wooden products. The wooden load carriers store climate-damaging CO₂, and through their extended lifecycle within the reusable system, this gas remains bound for a long time. Every repair or reuse actively contributes to climate protection and reduces the need to extract new resources. This sustainable concept is a core element of **LHM Pooling's** ecological responsibility.

Our Vision: Setting New Standards

Our vision goes far beyond merely managing resources. We are continuously working to create even more closed loops and set new standards for a future-proof economy. Our focus extends not only to optimizing existing processes but also to researching innovative technologies and fostering strategic partnerships. Together with other industry players, we aim to actively shape a more sustainable future.

Our goal is to demonstrate that economic efficiency and environmental awareness can be successfully combined to achieve a true circular economy. Every step we take toward resource conservation is a contribution to a world built on sustainability—today, tomorrow, and for generations to come.



“By using natural raw materials, our Euro pallets, which are obtained from sustainably managed forests, contribute to a sustainable circular economy in Europe. Euro pallets are also repairable and recyclable at the end of their life cycle”

– **Mischa Telsemeyer,**
Sales Director EU



ESRS S1 – Our Workforce

Acting Sustainably

The **Runden Group** recognizes that sustainable success is based on respectful, fair, and inclusive interactions. In this report, we aim to provide a detailed account of how we fulfill our social responsibility—towards our employees, stakeholders, and throughout the entire value chain.

Protecting human rights, promoting diversity and equal opportunities, and ensuring safe and healthy working conditions are not merely ethical obligations for us. They also serve as the foundation for a trusting and sustainable collaboration.

Our overarching strategy aligns with the goals of the EU Green Deal and aims to embed sustainability across all areas of the company. In the social sector, we are implementing the following key measures:

1. **Increasing Diversity:** Development of a diversity management strategy planned for 2024
2. **Inclusion Program:** Promoting individuals with disabilities, including through collaboration with **Andreaswerk** Vechta
3. **Reducing the Pay Gap:** Establishing fairer compensation structures based on job positions
4. **Promoting Charitable Activities:** Supporting employees' volunteer involvement through grants and time off, for example, as examiners for the Chamber of Industry and Commerce (IHK)
5. **Employee Participation:** Promoting an open communication and feedback culture to enable active contribution from all employees
6. **Training:** Preparation for certification with the Top Training Seal of the IHK Oldenburg
7. **Further Training:** Covering training costs and providing leave as needed
8. **Improvements Along the Value Chain:** Commitment to the positive development of all people, places, and processes directly or indirectly involved in the production, transformation, or use of our products
9. **Improving Employees' Quality of Life:** Integration of corporate programs for the regular adjustment and expansion of benefits as part of the company strategy
10. **Commitment to Education and Public Engagement:** Active participation in initiatives such as MINT education and the KURSIV skilled workforce initiative to foster connections between businesses and schools
11. **Support for Successful Sustainability Programs:** Researching and participating in government and trade association initiatives to promote sustainable projects

We live up to our social responsibility - both towards our own employees and towards society as a whole.

Our Personnel Strategies and Measures for Our Workforce



Equal opportunity and anti-discrimination are central components of our collaborative culture within the company. Since 2023, we have been developing our personnel strategies in these areas to place even greater emphasis on these issues. The foundation for this work includes general guidelines, such as our code of conduct, as well as company-internal policies that promote respectful conduct and ensure equal opportunities. Our actions are consistently guided by our mission statement and company values, which provide the framework for our approach.

Our vision is to create a better future together and leave a more livable world for following generations. A world where diversity is a given, and mindful resource management is harmonized with economic and sustainable action.

Our corporate values provide essential guidance for both managers and employees. They reflect the qualities that are important to us and shape our daily actions.

These values unite us and contribute to fostering a positive, future-oriented corporate culture.

As part of our sustainability reporting, we provide a detailed insight into the workforce structure and development of the **Runden Group**. Flat hierarchies are a central principle for us, as they empower employees with greater personal responsibility while shortening communication paths. This enables faster and more effective decision-making, making us more flexible and responsive to market changes. This approach not only enhances efficiency but also strengthens the adaptability of our company.

Our Greatest Success Factor: Our Employees

In 2023, the **Runden Group** employed a total of 402 people, including 297 men and 105 women. The largest employers within the group of companies are **Rubetrans Logistics**, with 206, and **WBG Pooling**, with 103 employees.

The employment trends show that the workforce of the **Runden Group** has grown significantly. By 2024, there will already be 464 employees. Turnover, measured by the percentage of employees who left the company voluntarily, has fluctuated in recent years. In 2023, the fluctuation rate was 16.17 percent, consistent with the figures from previous years.

We do not view this development as alarming but rather as a natural and unavoidable aspect of business action. Changes involving people, companies, and a highly competitive labor market are inevitable. What is particularly pleasing, however, is that many former employees choose to return to the **Runden Group**, which underlines our bond with the employee.

	2021			2022			2023		
	♂	♀	=	♂	♀	=	♂	♀	=
Runden Group	17	10	27	22	18	39	17	20	37
Rubetrans Logistics	171	21	192	178	23	201	187	19	206
WBG Pooling	45	50	95	45	57	103	50	53	103
LHM Pooling	2	1	3	4	3	6	4	4	8
PLANWORKS	7	0	7	11	1	12	17	3	20
TALENT CONNECT	4	0	4	4	2	6	4	2	6
ecobyte							14	2	16
RPLC							4	2	6
Total	246	81	327	264	103	367	297	105	402

Fluctuation rate 2021–2023

Year	Employees	Fluctuation rate [%]
2021	327	17,12
2022	367	13,40
2023	402	16,17



WBG Pooling employees.
Achieving more together with sustainable reusable transport packaging.

The gender pay gap describes the difference in earnings per hour between women and men. The reasons for this can vary: For example, women work in lower-paid jobs or are less likely to reach management positions than men. Some women receive less from their employer even if their job, educational background and employment history are comparable to those of their male colleagues.

Source: destatis.de

Diversity-Management: We Embrace Diversity

The **Runden Group** places great importance on promoting diversity and inclusion. Our aspiration is to provide equal opportunities for everyone. From the very beginning of the hiring process, we act neutrally, focusing on the individual skills and strengths of each person.

We continuously strive to create an inclusive work environment where all employees—regardless of gender, age, background, or individual abilities—are equally supported and encouraged. This reflects our commitment to fair access and respectful coexistence.

Our workforce is characterized by an age-

diverse structure. Approximately half of our employees are between 30 and 50 years old, nearly 30 percent are under 30, and over 15 percent are older than 50 years. This distribution allows us to actively counter demographic change while implementing a forward-looking personnel policy that focuses on fostering young talent and targeted age-diverse management.

This diversity offers numerous advantages: The exchange between younger and more experienced employees creates valuable synergy effects, such as fostering creativity and innovation, improving problem-solving skills, enhancing employee retention and

loyalty, broadening perspectives through shifts in views, and increasing effectiveness through the exchange of expertise. These approaches not only strengthen our company but also enrich our corporate culture sustainably.

Women in the Runden Group

Women make significant contributions to society worldwide, yet they continue to face great challenges such as the gender pay gap (unequal pay), gender care gap (unequal distribution of unpaid care work), gender pension gap (lower pensions), and gender lifetime earnings gap (lower lifetime earnings). However, these challenges also present substantial opportunities for positive changes.

We are committed to increasing the visibility of women in leadership positions and providing them with opportunities to contribute their talents across various fields through fle-

	The age in the Runden Group		
	Age under 30 [%]	Age 30–50 [%]	Age over 50 [%]
Total	28,82%	53,44%	17,74%

xible working models. Our objective is to create a work environment where women can fully realize their career potential and achieve both professional and personal growth.

The women's quota in the Runden Group currently stands at 27.61 percent, highlighting our ongoing efforts to promote diversity in every department.

Women's quota in the Runden Group		
2021 [%]	2022 [%]	2023 [%]
25	27	27,61

At the managerial level, the share of female managers is 21.05 percent.

This figure emphasizes our efforts to increasing the number of women in leadership positions and achieving a more balanced representation at all levels.

In 2023, due to the size of the company and to improve clarity, our teams were restructured, moving from very small areas of responsibility to larger teams. For this reason, the calculation of the women's quota was adjusted accordingly. As a result, the percentage of women has fallen compared to the previous year.

We are actively working to dismantle gender stereotypes in career choices. One way we achieve this is by increasing the representation of women working in male-dominated professions in corporate images, such as on flyers, in job advertisements, on our website, and across social media platforms. Furthermore, we provide targeted support for women in their professional development by actively promoting and showcasing career and earning opportunities for them. Our objective is to create an inspiring and inclusive work environment that overcomes gender stereotypes and enables true equality.

We provide comprehensive support to our employees following parental leave to ensure a seamless return to work. Our objective is to retain the valuable expertise of our employees while promoting a healthy balance between work and family life.

Flexibility and understanding of the individual needs of our colleagues are at the heart of our approach. Additionally, we offer parents a tax- and social security-exempt childcare allowance per child, provided the care is legally recognized as such and results in additional costs for the parents. These measures highlight our commitment to fostering a family-friendly corporate culture.

Through flexible working-time models and our active support in balancing family and

career, we have developed tailored part-time solutions in collaboration with parents. Thanks to these approaches, several mothers who went on parental leave in 2023 successfully returned to work in 2024.

However, compared to previous years, the number of fathers returning to their jobs during parental leave was lower in 2023. This resulted in a slight decline in the re-entry rate. Despite this development, we remain committed to enabling a smooth return to work life for all parents and supporting them with flexible solutions to the best of our ability.

Equal rights are important to us. We support and promote women, for example through measures to reconcile work and family life, such as flexible working time models and parental leave support.

Year	Number of people on parental leave	Return rate [%]
2021	8	75
2022	10	71
2023	14	43

Did you know?
The diversity quota describes the variety and diversity of people and groups. It is enshrined in law and requires equal opportunities and equal treatment

The diversity rate in the **Runden Group** has remained comparable to previous years. A slight reduction in the rate can be attributed to the simultaneous increase in the total number of employees within the company group. This growth moderates percentage changes without diminishing our commitment to diversity.

Rubetrans Logistics has the highest proportion of employees without German nationality within the **Runden Group**. This highlights our commitment to diversity and inclusion by integrating people from various backgrounds into our team. This multicultural composition enriches our corporate culture and promotes the exchange of diverse perspectives.

In recent years, we have actively integrated Polish-speaking employees into the field

of professional driving to address the skills shortage. This field was further expanded in 2023, receiving consistently positive feedback from both sides.

In the area of cross-docking, we employ numerous staff members from various nations. This multicultural composition enriches our company with a diversity of perspectives and ideas. At the same time, it significantly contributes to employee satisfaction and loyalty, as reflected in their performance, productivity, and low illness rates. The success of these measures demonstrates how integration and diversity can positively influence working culture and results.

We rely on a variety of measures to strengthen communication and team cohesion. We are particularly proud of our language courses, which not only help to break

down language barriers but also promote intercultural exchange. These courses have become an inherent part of our training offering, which we continuously expand. Our objective is to ensure smooth and efficient communication that facilitates work processes while enhancing social togetherness.

We recognize that arriving in a new environment can be a challenge for many employees. That's why we actively assist our colleagues in finding housing, making their transition to the region as smooth and comfortable as possible. These measures help us create a supportive environment that fosters both personal and professional integration.

Communion and cohesion are important to us not only during working hours but also beyond. Our company-wide events provide valuable opportunities to get to know each other better, share experiences, and strengthen the sense of unity.

We firmly believe that our company's success is not solely based on individual performance but, above all, on the strength of collective action. We embody this conviction through measures that foster team spirit and create a unifying corporate culture.

Diversity quota in the Runden Group		
2021 [%]	2022 [%]	2023 [%]
21	21	19,19
24 Nationalities	25 Nationalities	28 Nationalities



Tomorrow's Skilled Workforce

A proven principle that has brought us great success in the past: We train the qualified professionals of tomorrow today. Targeted youth development not only strengthens their skills but also fosters a strong connection to our company—laying the foundation for sustainable success.

Our focus is on providing high-quality training, where we nurture, promote and support young talents from the very beginning. This approach creates a solid foundation for their professional development while ensuring the future success of our company.

In 2023, we employed 12 apprentices and one working student. For young people, who are often affected by unemployment or lack of training opportunities, issues such as men-

tal health, economic uncertainties, and the increasing impact of digitalization are particularly significant.

We are actively committed to supporting our young employees and providing them with a stable foundation for their future career. At the same time, we work to counteract existing gender gaps by ensuring—as with all our employees—access to optimal training and career opportunities, which we actively promote. Our objective is to create equal opportunities and to accompany and promote young talents on their way to a successful professional career.

In 2021 and 2022, the number of apprentices in the **Runden Group** remained comparably high. The decrease in 2023 can be attributed to a significant number of apprentices successfully completing their training that year. At the same time, we intensified our focus on enhancing training quality in 2023, including preparation for the top training of the IHK Oldenburg certification.

In 2023, new training professions were introduced and implemented, laying the foundation for the resumption of the dual curricu-

lum, which was reintroduced in 2024. These measures helped not only to restore training figures to previous levels but to significantly increase them. Currently, 25 apprentices and four Working students are employed within the **Runden Group**—a clear indication of the success of our efforts to promote young talent.



At **Runden Group**, the training and development of our employees is a central and important component that is very close to our hearts. We want to give everyone the same access and therefore offer individually tailored opportunities. We are aware that the success of our company is based on our employees.

Ann-Kristin Langelahn,
HR Management

Our trainees 2021–2023

2021		2022		2023	
♂	♀	♂	♀	♂	♀
13	6	14	7	7	5
Total: 19		Total: 21		Total: 12	

Did you know?
In 2023, the number of trainees in Germany was around 1.22 million. This means that the number of trainees has Corona has risen slightly again.
Source: Statista

our Training professions

OFFICE MANAGEMENT CLERK

INDUSTRIAL CLERK

FREIGHT FORWARDING AND LOGISTICS SERVICES CLERK

MARKETING COMMUNICATIONS CLERK

MEDIA DESIGNER FOR IMAGE AND SOUND

WAREHOUSE CLERK

WAREHOUSE LOGISTICS SPECIALIST

PROFESSIONAL DRIVER

**MOTOR VEHICLE MECHATRONICS ENGINEER
FOR COMMERCIAL VEHICLES**

IT SPECIALIST FOR SYSTEM INTEGRATION

IT SPECIALIST FOR APPLICATION DEVELOPMENT

IT SYSTEMS MANAGEMENT CLERK

New in 2024

**ELECTRONICS TECHNICIAN FOR
AUTOMATION TECHNOLOGY**

ELECTRONICS TECHNICIAN FOR
INDUSTRIAL ENGINEERING

Dual Curriculum:

BACHELOR OF ARTS IN BUSINESS ADMINISTRATION

New in 2024

MASTER OF ARTS IN BUSINESS ADMINISTRATION

BACHELOR OF ENGINEERING IN ELECTRICAL ENGINEERING

BACHELOR OF SCIENCE IN COMPUTER SCIENCE

BACHELOR OF ARTS IN INFORMATION SYSTEMS





Andreaswerk is a strong community that connects and supports people with and without disabilities. It offers a wide range of support, learning and work opportunities in Vechta.

The Sonnenhof in Deindrup is a small socio-therapeutic facility and offers places in the residential and workshop areas for people with different support needs.

No Barriers: Inclusion at the Runden Group

The inclusion of employees with physical, mental, or other disabilities is especially important to us. We place great emphasis on adapting working conditions to ensure that all employees can fully develop their skills and potential.

When planning and designing our workplaces, accessibility is a top priority. Our objective is to ensure that all employees have unlimited access to their work areas. For spaces where accessibility is not yet fully implemented, we are developing targeted modernization plans. In this way, we create a work environment that provides equal opportunities for all employees and actively promotes inclusion.

The **Runden Group's** collaboration with **Andreaswerk** in Vechta is a central component of our commitment to inclusion. Our objective

is to establish a sustainable and valuable partnership that benefits both sides.

Andreaswerk supports us with a wide range of services, including garden maintenance and catering for events. Particularly popular are the delicious cookies from the **Andreaswerk** bakery, which are highly appreciated by both our employees and customers.

In addition, the **Sonnenhof** carpentry in Deindrup makes a significant contribution by crafting custom-made insect houses for us. This collaboration highlights our commitment to social responsibility and our respect for both people and nature.

In 2023, we laid the groundwork for a new internship program, which was successfully implemented in 2024. As part of this program, all apprentices at the

Runden Group, regardless of their specific training, complete a two-week internship at **Andreaswerk**.

Participants can choose from various areas based on their individual interests, such as horticulture, bakery, or kindergarten. The goal of these internships is to intentionally foster the social competence of our apprentices and provide them with valuable experience in working with people with disabilities. This program emphasizes our commitment to inclusion and personal development.

Especially highlighted is the dedication of **RPLC**, which, in close collaboration with **Andreaswerk**, launched an emotional documentary series. This series provides deep insights into the daily lives and stories of



Andreaswerk employees, visualizing their invaluable work.

The project has already captured the attention of other regional companies, which have actively joined the initiative. We are especially pleased that these inspiring co-operations are being shared with a wider audience through platforms like YouTube, helping to further raise awareness for inclusion and social responsibility.

Our close cooperation with **Andreaswerk** is a powerful symbol of our ongoing commitment to breaking down barriers and fostering an inclusive work environment. We firmly believe that this valuable partnership not only enriches our company but also creates genuine social value that extends far beyond our company boundaries.





Constructive: Our Internal Communication and Exchange Possibilities

In our company, personal exchange and a trusting, respectful approach—anchored in our corporate philosophy—are top priorities. Every employee has the opportunity to openly discuss challenges in their working life directly with the HR department or their respective manager.

The issues raised are subsequently forwarded to the relevant departments or individuals involved to collaboratively develop constructive solutions. The goal of these discussions is to find a satisfactory and sustainable resolution for all parties involved.

In addition, we conduct regular feedback talks with all employees. These sessions not

only contribute to personal development but also strengthen trust and collaboration throughout the company.

Communication within our company is supported by various channels that are accessible to all employees. These established structures provide a solid foundation for exchange and collaboration between employees and management levels.

The openness and accessibility of these communication channels ensure that all employees feel heard and valued, regardless of their position or workplace. This not only strengthens trust within the team but also promotes transparent and effective co-operation.



Individual Competence Development: Living Means Learning

At **Runden Group**, continuous education and training hold great importance. We believe that qualifications and competencies are not only the key to successful work but also to personal growth.

Our aspiration is to ensure that all employees—regardless of position or gender—have equal access to high-quality training programs. This commitment to equal opportunity emphasizes our dedication to fair and forward-thinking personnel development.

For us, personnel development is much more than merely imparting professional qualifications—it is an investment in the people who shape our company. When our employees grow, our company grows as well.

We firmly believe that individual development not only increases motivation but also fosters innovation and strengthens employee loyalty to the company. By supporting personal development, we create an environment where employees can fully realize their potential and continuously enhance their skills.

This synergy forms the foundation for sustainable success—for both our employees and our company.

This commitment is reflected not only in the performance of training courses but also in the careful evaluation of these measures. Every course and seminar are thoroughly assessed—both by the participants and by us.

Through this feedback, we ensure that our learning opportunities are specifically tailored to the needs of our employees. Our objective is to equip them with the knowledge and skills they need for their working life to be successful and efficient.

Over the past year, **Runden Group** once again made significant investments in training—a clear indication of the high priority we place on this topic. The reduction in training costs compared to the previous year is the result of targeted optimization of internal resources.

In 2022, we conducted extensive training sessions and workshops on central themes such

as mission statement development, the introduction of integrated management systems (IMS), and the creation of our first CSR report. Following the successful implementation of the IMS and the publication of the CSR report in the summer of last year, these trainings were able to be continued internally.

A particular success was the external training of an internal sustainability coordinator. By doing so and largely eliminating the need for external support, we were able to significantly reduce costs without compromising the quality of our measures. This approach highlights our ability to develop sustainable solutions that are both effective and cost-efficient.

Training costs Runden Group	
Year	Amount (in €)
2021	148.162,41
2022	187.674,80
2023	141.627,84
Total	711.255,68

With equal access to high-quality training and internal optimization, we strengthen employee qualifications, increase innovative strength and loyalty and ensure sustainable success for both employees and our company.



A safe bet: Working at Runden Group

With the introduction of DIN ISO 45001 in 2022, we took an important step toward occupational safety and health protection. This system is designed not only to identify potential hazards in the working environment but also to place a strong emphasis on preventive measures to minimize illness- or accident-related absences and promote the long-term health of our employees.

Healthy and satisfied employees are not only more capable but also more productive—a clear benefit for everyone involved. In 2023, the system was officially certified, further underscoring our commitment to occupational safety and health protection.

A central tool for the continuous improvement of our workplace safety culture is the regular risk assessments and workplace inspections. These are conducted in close collaboration with occupational safety specialists, safety officers, and, when necessary, company physicians.

In addition, we conduct thorough accident analyses directly at the accident site. These analyses provide valuable insights that help

us optimize working conditions and minimize future risks. Through these measures, we not only enhance occupational safety but also reinforce our employees' trust in our working and safety standards.

Our occupational safety training sessions specifically raise employee awareness of potential workplace hazards and strengthen their understanding of preventive measures. Through these regular training, we actively help prevent potential health risks and ensure that our employees can work in a safe and secure environment. These measures are an essential part of our commitment to occupational safety and health protection.

Everyone is responsible for ensuring they go home sound after work—a principle that goes far beyond merely following safety guidelines. In our company, all employees have the freedom and right to immediately leave dangerous work situations and report them without delay.

For us, safety is not a rigid rule but a lived practice based on mutual trust and a sense of responsibility. This principle not only

enhances workplace safety but also fosters awareness of mindful and responsible collaboration.

Despite all safety measures in place, there were a total of 41 work accidents in 2023, 12 of which were reportable. The accident consequences ranged from burns, bruises, and crush injuries to fractures, torn ligaments, and whiplash injuries.

These incidents highlight the importance of our ongoing efforts to improve working conditions and strengthen the safety culture within the company to sustainably reduce the number of accidents.

Our 1,000-employee rate, which reflects the ratio of work accidents to the total workforce, was 29.85 in 2023—a slight increase compared to the previous year. This development indicates that our safety measures are generally effective, although our ongoing objective remains to continuously reduce this figure.

The 1,000-employee rate serves as an important indicator of the effectiveness of our occupational safety efforts and motivates us to further optimize our measures to create an even safer working environment.

	2021	2022	2023
1,000-employee-rate	21,41	27,32	29,85
Occupational accident rate at 200,000 hours	2,43	3,52	3,96
Days lost per employee	10,04	12,42	7,40

2021	2022	2023
6 Accidents at work	10 Accidents at work	12 Accidents at work
1 Road accident	0 Road accidents	2 Road accidents





Working Healthy

In the area of social protection and health promotion, **Runden Group** focuses on proactive measures that enhance employee well-being and ensure their long-term working ability.

Our programs and initiatives go beyond the prevention of acute health problems. They create a work environment where physical and mental health take center stage. This holistic commitment highlights our responsibility to not only ensure safety but also sustainably promote the well-being and satisfaction of our employees.



Flexible working time model
possible in many areas
of activity



Vacation days
Each employee is entitled
to 30 vacation days



Well-being
Ergonomic workplaces
and work equipment



Free supplementary
company health insurance



Eat Healthy
Balanced lunch



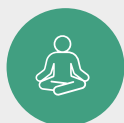
Eat Healthy
Fresh organic fruit and
vegetables every week



Stay fit!
Hansefit corporate fitness



Massage offers



Recreation allowance



Healthy cycling!
Bike-Leasing



EAP
Employee Assistance
Program



**Preventive medical
check-ups** on site



Company e-boat use
on the Dümmer



A Standard in the Runden Group.
Ergonomic workstations where you can sit and stand.



In 2022 and 2023, we recorded an increase in respiratory diseases, which we attribute to weakened immune systems following the COVID-19 pandemic. Additionally, there were several long-term sick leaves due to musculoskeletal issues, further emphasizing the need for enhanced preventive measures in this area.

In comparison, the average sick leave for employees in Germany was approximately 6.1 percent in 2023 (Source: German Federal Statistical Office). This development highlights the importance of a comprehensive health strategy to sustainably promote the resilience and health of our employees.

In the event of prolonged incapacity to work, we have established an operational integration management (OIM). This program provides targeted support to help employees gradually restore their ability to work after an illness.

We place particular emphasis on finding individual solutions that facilitate the return to work and proactively prevent further incapacity to work. The OIM emphasizes our commitment to sustainably promoting the health and well-being of our employees.

In the future, we aim to further expand our offerings for health promotion and protection. A disability insurance is being considered to provide our employees with financial security in case they are unable to continue working due to health-related limitations.

We also plan to introduce extensive training on workplace ergonomics. These are designed to help employees more effectively minimize health risks and promote a healthy working posture in the long term. These measures are part of our holistic approach to further enhancing the health and safety of our employees.



One Group One World

Our corporate culture is built on community rather than individual competition. We are committed to creating a safe and healthy workplace—not only for our employees but also for external contractors.

With the **Code of Conduct for Business Partners** introduced in 2024, we commit our partnerships to ensuring a safe and fair working environment. This set of rules also enables us to identify potential risks at an early stage and take preventive measures.

In this way, we not only strengthen our safety culture, but also the quality and reliability of our business relationships. Our responsibility extends to all people within the value chain. Fair working conditions and respect for human rights are fundamental principles that we consistently pursue.

Through transparency and our active commitment to positive societal changes, we not only strengthen the foundation of our company but also the trust of our employees, partners, and customers. This trust is the key to long-term, successful relationships and sustainable growth that includes all stakeholders.



A Clear No to Inhumane Working Conditions

Slavery, servitude, forced labor, and human trafficking have no place in our supply chain and are consistently rejected. Equally, unacceptable working conditions, such as the withholding of property, passports, or work documents, are absolutely unacceptable to us.

We are aware that child and forced labor remain widespread in many parts of the world.

Through regular and comprehensive controls, as well as close collaboration with our partners, we actively advocate for the adherence to fair working conditions.

Our long-term goal is to ensure the protection of human rights throughout the entire value-added chain and achieve sustainable improvements. This commitment is a central element of our responsibility as a company and reflects our values.





A safe working environment

These policies are an important step in embedding our values throughout the entire value-added chain and in continuously expanding our commitment to responsible action.

Our safety standards apply not only within our company but also to all external service providers operating on our premises. Through clear work regulations and the implementation of a mandatory permit system, we ensure that our occupational safety guidelines are adhered to by all parties involved.

These measures ensure a safe working environment and protect both our employees and external service providers—another expression of our commitment to safety and responsibility.

With our holistic approach, which encompasses both our company and the entire value-added chain, we take responsibility for the safety of all parties involved. In doing so, we strictly adhere to all applicable laws and

regulations and consciously set high standards, even in sectors where no clear legal requirements exist.

Through this approach, we continuously promote improvements and remain committed to providing a safe, fair, and respectful working environment not only for our own employees but also for the people in our supply chain. This commitment emphasizes our values and our responsibility as a global business.

We have clearly defined this requirement in our 2024-specific code of conduct for our business partnerships. Under this code, we require our partners to ensure a safe and fair working environment.

To ensure compliance with these requirements, we will offer targeted training measures and conduct risk-based spot checks in 2025. This ensures that our commitments are not merely theoretical but actively implemented. Together with our business partners, we aim to create a work culture that prioritizes safety, fairness, and respect.



Governance

– Leadership with Responsibility

Our corporate policy forms the foundation of our actions. With a clearly defined organizational structure, a two-tier board model, and firmly established ethical business practices and compliance measures, we provide a stable basis for our company.

The **Runden Group** is committed to responsible and ethically grounded conduct. This commitment is reinforced through a comprehensive code of conduct and supplementary policies that ensure our business operations consistently align with our values and ethical standards.

Furthermore, we are actively engaged in promoting the circular economy in Europe. We support this commitment through targeted advocacy and political participation in Brussels. The structured and forward-looking alignment of our management not only strengthens our sustainability initiatives but also serves as a main driver of our lasting success.

Our Main Measures in 2023 to Promote Sustainability and Ethical Responsibility Across All Areas of Corporate Management:

1. **ISO 27001 Certification:** Implementation of the internationally recognized standard to ensure information security and data protection
2. **Compliance Training:** Regular training sessions to raise employee awareness of legal and ethical standards, fostering a culture of integrity within the company
3. **Code of Conduct for Business Partners:** Introduction of a binding code of conduct to ensure ethical standards throughout the entire supply chain
4. **Support for Regional Communities:** Strengthening regional development through targeted sponsorship and donation initiatives to support local projects sustainably
5. **Educational Work in the EU:** Active promotion of circular economy, sustainable construction, and environmentally friendly mobility through targeted interest groups and participation at the European level

These initiatives emphasize our commitment to embedding sustainability and ethical responsibility as central pillars of our corporate strategy.

The structures of the **Runden Group** are designed to integrate sustainability—encompassing the three pillars of environment, social issues, and economy—as a core element in our decision-making processes. Strategies, goals, and initiatives are defined centrally by the **Runden Group**, implemented within individual companies, and subsequently managed centrally.

The structures and processes established as part of the implementation of an integrated management system apply across the group, ensuring a uniform approach. Topics such as compliance, risk management, and social responsibility are handled consistently for all companies within the group, ensuring the consistent execution of our sustainability strategy.

The companies within the **Runden Group** are managed by executives consisting of at least one CEO, though typically two CEOs.



Did you know?
The Runden Group's Code of
Conduct is publicly available to
employees and business partners at
runden-group.eu.



To ensure legal capacity of the companies at all times, additional authorized officers have been appointed to step in should the management become unavailable. This guarantees the continuous operations management.

Compliance and Risk Management

A key pillar of our corporate management is compliance management. The chief compliance officer (CCO) works closely with executive board to ensure adherence to all internal and external rules. Our comprehensive compliance management system establishes clear responsibilities, includes a confidential whistleblower system, and emphasizes regular training and inspections.

The foundation of our ethical action is our code of conduct, supplemented by the **code of conduct for business partners**, effective since 2024. These policies ensure ethical behavior and transparency throughout the entire supply chain, reinforcing trust in our company.

Risk management also plays a central role in our corporate management. Our integrated approach enables us to systematically identify and assess risks and opportunities. This allows us to minimize potential threats while simultaneously unlocking new busi-

ness opportunities.

Since 2023, we have implemented an integrated management system based on international standards. This system empowers us to effectively manage risks such as skills shortages and rising operational costs, while strategically leveraging and advancing opportunities in sustainable business models.

Risk and Opportunity Analysis

Risk and opportunity management is essential for businesses in general and for the **Runden Group** in particular. It facilitates the systematic identification and assessment of potential threats as well as promising opportunities. Effective risk management helps minimize risks, ensure business continuity, and avoid financial losses.

At the same time, opportunity management provides the foundation to identify and capitalize on new business opportunities, fostering growth and innovation. Our integrated approach to both areas supports informed decision-making, strengthens our competitiveness, and lays the foundation for long-term success.

With the implementation of an **integrated management system and successful certification in 2023**, we have established the

foundation for aligning our risk and opportunity management with a globally recognized standard. This system enables us to adopt a structured and uniform approach to systematically minimize risks and systematically exploit opportunities.

With the introduction of management systems in 2022, a qualitative survey was conducted with employees from all companies. This process systematically identified and assessed key risks and opportunities, initiating appropriate measures where necessary. This approach will continue to be consistently applied in the coming years.

At the same time, the evaluation of risks and opportunities is a central component of other tools used in our working life. These include project management, risk assessments, process design, and our regular evaluation of environmental aspects. This holistic approach ensures sustainable and proactive corporate governance.

Key risks within the company group include:

Increasing Shortage of Specialists and Competition for Talents

The challenge of attracting and retaining qualified employees is intensifying due to demographic changes and intense competition in the labor market.

Rising Operating Costs for Fossil Drives

Cost increases driven by higher fuel prices, toll fees, and other operational cost factors are straining profitability and emphasizing the need to transition to alternative drive forms and more efficient logistics solutions.

Important opportunities within the company group include:

Future-Proof and Sustainable Business Models

The growing importance of sustainability, driven by initiatives like the EU Green Deal, creates new opportunities for innovative and environmentally friendly business strategies.

Diverse and Broad Expertise Within the Company Group

The diversity of expertise enables us to respond flexibly to market demands and effectively leverage synergies.

Cradle-to-Cradle® Certification for Our Re-Usable Transport Packaging

Combined with compliance with the packaging directive (PPWR) and increasing recycling rates for load carriers, this strengthens our position as a sustainable provider and promotes resource efficiency.

Sustainable Energy-Oriented Refurbishment of Existing Properties

Transforming properties into net-zero emission buildings

reduces emissions and environmental impacts, lowers energy costs, and contributes to long-term energy independence.

Digitalization of Processes In collaboration with **ecobyte**, we are advancing digital transformation to drive efficiency gains, cost reductions, and forward-thinking work methods.

Information security is paramount for the **Runden Group**. In response to increasing cyber threats, we initiated preparations for **ISO 27001 certification** in 2023 to ensure the long-term protection of our sensitive data. Our measures to secure the confidentiality, integrity, and availability of information are firmly embedded in our corporate strategy and represent an essential component of our long-term success.

Code of Conduct

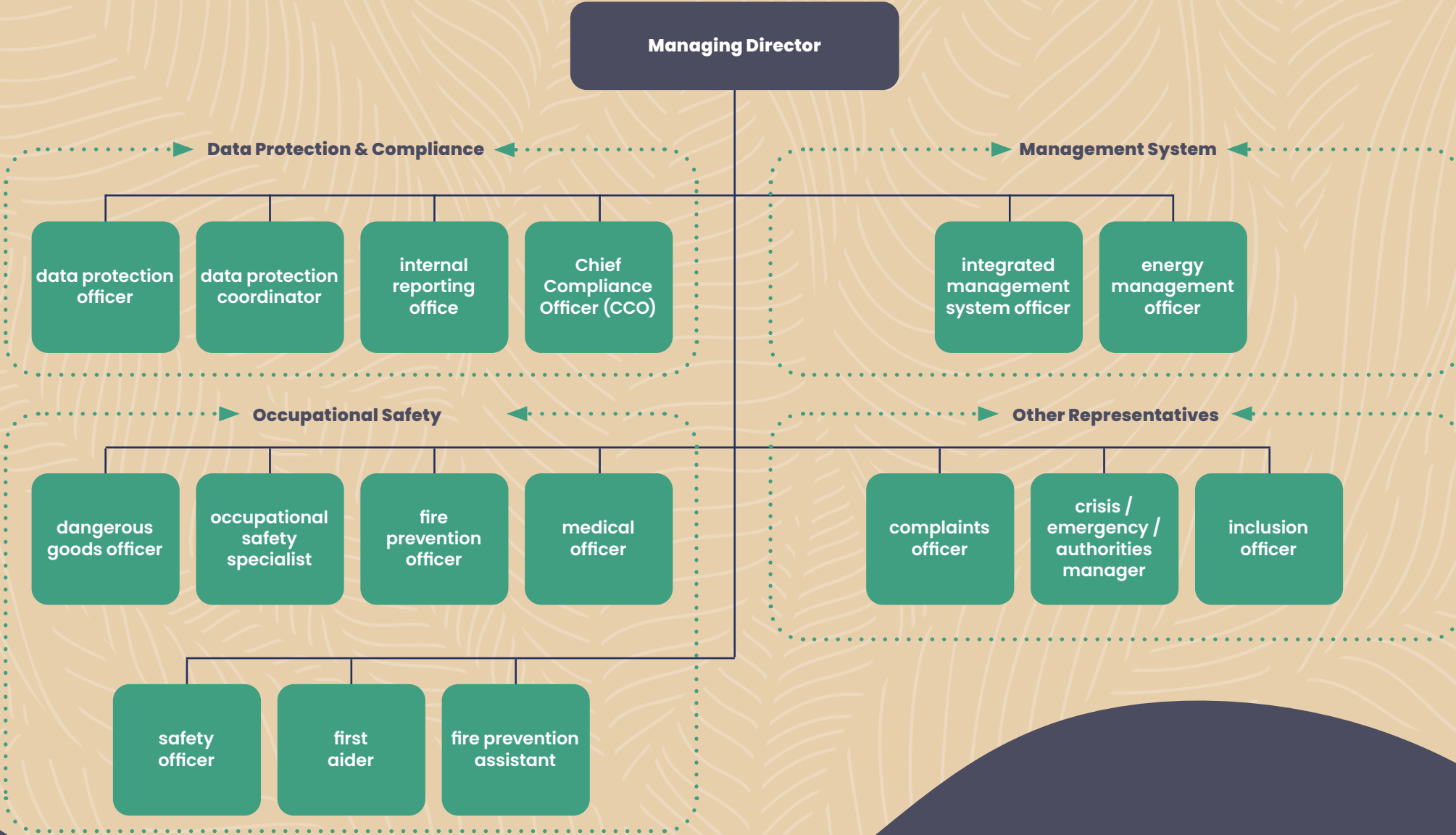
Our code of conduct affirms our commitment to sustainability as an integral part of our corporate purpose and serves as the foundation for our company values. These values include legal compliance, transparency, equal opportunity, environmental protection, and ethical behavior. The code of conduct acts as a guide for the behavior of our employees and executive leadership, ensuring that all actions and decisions align

with our values and legal requirements. This commitment to responsibility and integrity is deeply embedded across all business areas of the **Runden Group**.

In addition, we have established specialized representatives within our company for topics such as inclusion, complaints, and other relevant areas. These roles were created to address specific concerns, act as direct points of contact, and actively promote an open, supportive, and inclusive work environment.

In the area of occupational safety, we also rely on a clear structure. In addition to an appropriate specialist, our employees are supported by safety and our integrated management system officers as knowledgeable contact persons. These measures emphasize our commitment to a safe, supportive, and responsible corporate culture.

In addition, we also define specialized officers for the areas of energy, data protection and compliance.. All management representatives report directly to the company management.



The structure and responsibilities of these representatives are clearly illustrated in the diagram on the previous page. Within our corporate group, we promote a culture of open communication where concerns about potentially unlawful, unethical, or socially irresponsible behavior can be raised without fear of disadvantages. In line with this principle, an internal reporting office was established in 2023 as part of the Whistleblower Protection Act. This provides employees with the opportunity to anonymously report violations of company guidelines or legal regulations, thereby actively contributing to the adherence to our values and standards.

In 2024, we enhanced our approach by introducing a specific code of conduct for our business partners. This ensures that our values and ethical standards are upheld throughout the entire supply chain. We expect our business partners to share these principles and actively integrate them into their own corporate management.

To ensure implementation, we have embedded these criteria as a fixed component of our selection and evaluation process. This reinforces our responsibility within the supply chain and promotes ethical, transparent, and lawful conduct in external partnerships as well.

Shared Responsibility

Our social responsibility extends beyond the boundaries of our company. We aim to give something back to society and are committed to long-term, sustainable partnerships as sponsoring partners of regional clubs such as **SW Osterfeine, Lohne Longhorns, and Rasta Vechta**. This support includes providing equipment, perimeter advertising, financial support, and media support through **RPLC**.

A special example of integrating social and environmental responsibility is our reusable cup initiative at the Rasta Dome in Vechta, which combines sustainability with community engagement.

Our sponsorship strategy deliberately focuses on regional clubs. Our active presence at games and trainings not only demonstrates our appreciation for these clubs but also creates excellent networking opportunities in a relaxed atmosphere. This naturally increases the visibility of the **Runden Group** while strengthening our employer brand.

These contact points in the recreational area, coupled with informal exchange opportunities, provide us with a unique chance to connect with potential employees and attract talent to our company.

Furthermore, we are actively involved in supporting various charitable organizations and projects. Initiatives we have supported include **Aktion Kinderträume** (initiative children's dreams), **the Rotary Advent calendar, Hilfe für krebskranke Kinder Vechta e.V.** (support for children with cancer), **Hospiz-Verein Dinklage e.V.** (hospice association), **Lebens- und Arbeitsgemeinschaft**

Sonnenhof e.V. (residential and work community) in Deindrup, and **Mobil mit Behinderung e.V.** (mobility for people with disabilities).

Additionally, we donated safety vests to schools in Steinfeld and participated in the initiative Christmas parcel convoy by the Ladies' Circle Vechta. In total, our donations in 2023 amounted to approximately 15,000 euros, which were directed toward charitable causes and projects. This commitment emphasizes our dedication to making a positive contribution to society.

The Runden Group x Rasta Vechta reusable cup, which is handed out at every home game.



Regulatory landscape

1. PACKAGING

Packaging has many negative impacts on our environment and resources when thought of within a linear system.

The total amount of packaging waste in the EU increased from 66 million tons in 2009 to **84 million tons in 2021 – that's 188.7 kg of packaging waste per capita per year.**

In addition, 58 million tons of food waste is generated every year – the main reasons for this include unsuitable disposable packaging and suboptimal storage and transport within the supply chain.

These complex problems are solved holistically by reusable transport packaging and the circular economy processes behind it.

This was also recognized by the European institutions, so that at the end of November 2022 a first draft of the **Packaging & Packaging Waste Regulation* (PPWR)** was published, which was approved in April 2024.

The PPWR includes various targets for less packaging and restrictions on certain forms of packaging:

- *Less plastic packaging waste*
- *Reduce packaging by 15% by 2040*
- *Ban on single-use plastic packaging from 2030*
- *Minimum targets for the recycled content of plastic packaging*
- *Minimum targets for the recycling of packaging waste*
- *Minimum reuse targets for transport packaging*

These measures are accompanied by further regulatory requirements such as the action plan for the circular economy, the „From farm to fork“ strategy and the national circular economy strategy in Germany. The European Green Deal also states that the packaging industry must be put on course for climate neutrality by 2050.

The regulatory course has therefore been set for a more circular economy; now our planet needs companies that implement this consistently.

We are proud that we are already contributing to the goals with our companies **WBG Pooling** and **LHM Pooling** and can therefore meet the requirements with full conviction and support, as the business models are already structured in such a way that the principles of the circular economy are observed and lived.

We as a company strive to support European Union policymakers in the legislative process by providing them with accurate information about our business models. It is crucial that policymakers understand how reuse works in practice, in order for them to develop legislation that facilitates the further development of reusable packaging in the logistical supply chain.

*The EU packaging regulation PPWR aims to reduce the environmental impact of packaging. It stipulates that all packaging in the EU must be recyclable by 2030.

The regulation requires companies, including online retailers, to adapt the design and use of materials to increase recycling and reuse. Key aspects include reducing packaging weight, promoting the circular economy and complying with extended producer responsibility guidelines.

source: deutsche-recycling.de



"The EU plays a pivotal role in promoting reusable models through its policies. We firmly stand behind the net-zero ambition of the European Green Deal and its related legislation. Through our work in Brussels, we aim to support policymakers in understanding our model so that legislation will work in practice, for the benefit of reuse over single use, and therefore for the benefit of the planet."

Ward Scheelen

Public Affairs EU | Runden Group

While reusable transport packaging has already for years been playing a key role in making the supply chain more sustainable, existing policies still must be adjusted to fit with the innovative and circular model. Therefore, together with our competitors, our supply chain partners and the wider reuse community, we proactively engage with policymakers to promote reuse in European Union policies.

In this sense, our membership in several European coalitions is vital in activating industrial and institutional stakeholders for the benefit of reuse. Through our membership of Reusable Packaging Europe (RPE) and the New European Reuse Alliance (NewERA), we collaborate with leading voices in the reuse area to give a voice to reuse in Brussels.

On a national level, we are a long-term member of the Stiftung Initiative Mehrweg (SIM) and have been able to launch many studies together with various Fraunhofer Institutes in order to make the advantages of reusable solutions visible on the basis of accurate data.

2. WASTE – FOCUS ON FOOD

In addition to plastic packaging waste, 58 million tons of food waste is generated every year – the main reasons for this include un-

suitable disposable packaging and suboptimal storage and transport within the supply chain.

The EU Waste Framework Directive, which is currently being reviewed, has a clear ambition to lower the amount of food waste generated, not only in retail or households, but also in the distribution of food. It calls on Member States to identify and address inefficiencies in the functioning of the food supply chain, while it also sets specific food waste reduction targets.

Reusable transport packaging has been proven to better protect products during transport than its single use counterparts, therefore lowering food waste. Reusable alternatives, such as those managed by our companies **WBG Pooling** and **LHM Pooling**, perfectly align with the objectives of the Waste Framework Directive.

3. TRANSPORT

Heavy-duty vehicles are responsible for more than a quarter of GHG emissions from road transport in the EU, and for over 6% of total EU GHG emissions.

As part of the 'Fit for 55' legislative package, the new EU Regulation on CO2 emission standards for HDVs imposes targets on manu-

facturers for fleet-wide average CO2 emissions starting from 2025, gradually building up towards 2035 and 2040. The legislation aims **to boost the development of zero-emission mobility in the road freight transport sector and to accelerate the roll-out of recharging infrastructure.**

In addition, the Weight and Dimensions Directive, currently under review at EU level, regulates the maximum dimensions and weight of HDVs to ensure road safety, prevent damages to roads, bridges and tunnels and ensure fair competition in the road transport sector.

Our company **Rubetrans Logistics** is already taking the necessary steps in electrifying its fleet to drive down its emissions as rapidly as possible. **Rubetrans Logistics** also has four long trucks in its fleet. Thanks to their loading capacity of 51 pallets, compared to the normal trailer with 33 pallets, they avoid additional transports and reduce CO2 emissions. Long trucks also pose challenges, such as the fact that they are too heavy to use certain infrastructures under current legislation. Approved routes for long trucks are included in a positive list from the Federal Ministry of Transport.

*Source:
SIM save the food study

** Source:
climate.ec.europa.eu/eu-action/

4. BUILDINGS

85% of EU buildings were built before 2000 and amongst those, 75% have a poor energy performance. In addition, around 40% of energy consumed in the EU is used in buildings while over one third of the EU's energy-related GHG emissions come from buildings.

The EU's Energy Performance of Buildings Directive aims to increase energy efficiency and reduce dependence on fossil fuels for heating and cooling, thereby achieving a zero-emission and fully decarbonised building stock by 2050. Both residential and non-residential buildings will need to be renovated to meet minimum energy performance standards, while new buildings will have to be zero-emission from 2030 onwards. The increased deployment of solar energy, coupled with solutions for electric mobility in buildings, are key additional goals of the legislation.

Through **PLANWORKS**, **Runden Group** has its own enabler in pushing the decarbonisation of the EU's building stock. As a company that specialises in providing "Green and Smart" solutions to residential and industrial buildings, it supports the transition to the use of renewable energy and digital tools to save energy and reduce dependence on fossil fuels.





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Legal notice

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About the report

This report covers Runden Group GmbH & Co. KG, based in Damme-Osterfeine. The Runden Group has published this Sustainability Report to inform all its stakeholders about the new developments and challenges regarding ESG for the Runden Group. The information and data contained have been reviewed internally. This is a consolidated report of the companies belonging to the Runden Group: WBG Pooling, LHM Pooling, Rubetrans Logistics, TALENT CONNECT, PLANWORKS, ecobyte, RPLC and Biohof Losse.

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