

CON SIS TEN CY

IN A CHANGING WORLD



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Runden[®]
Group

Content

Foreword.....	4
About	6
SDG Dashboard.....	8
Highlights of the Reporting Year.....	10
Home of Reuse Bringing the Circular Economy to Life	10
One Power Strategy Expanding Charging Infrastructure	10
Guiding Principles 2030 Redefining Our Purpose, Vision and Mission.....	11
Launching the SDG Scouts Programme Building ESG Competencies	13
Truly Reuse Launching a New Company.....	13
Strategy.....	15
ESRS 2 Double Materiality Assessment	16
ESRS E1 Climate Change.....	18
ESRS E2 Pollution	21
ESRS E3 Water and Marine Resources	24
ESRS E4 Biodiversity and Ecosystems.....	26
ESRS E5 Resource Use and Circular Economy.....	30
ESRS S1 Own Workforce	36
ESRS S2 Workers in the Value Chain.....	40
ESRS G1 Business Conduct.....	44



List of abbreviations

CSR	Corporate Social Responsibility
DNK	Deutscher Nachhaltigkeitskodex
DMA	Double Materiality Analysis
ESG	Environment Social Governance
IROs	Impacts, Risks, Opportunities
OECD	Organisation for Economic Co-Operation and Development
PPWR	Packaging & Packaging Waste Regulation
RBC	Responsible Business Conduct
RTP	Reusable Transport Packaging
SoC	Substances of Concern
SVHC	Substances of Very High Concern
GHG	Greenhouse Gases
UNGP	UN Guiding Principles on Business and Human Rights
FTE	Full-Time Equivalent

Consistency in a changing world

We believe that lasting economic success and environmental responsibility go hand in hand. Too often, however, they are still seen as competing priorities.

The past year has once again demonstrated how urgent it is to align economic decision-making with climate action. Although 2024 was the hottest year ever recorded in Germany, it has not yet prompted the political and economic transformation needed to respond to the climate crisis.

According to a joint study by the University of Mannheim and the European Central Bank, heatwaves, droughts and flooding are expected to cause economic losses of around €126 billion across the European Union in 2025.

At the same time, Germany's greenhouse gas emissions declined by only 0.1% in 2025 compared with the previous year. According to Germany's Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety, the country's 2030 climate targets remain within reach. However, this will require a fundamental transformation of the transport and building sectors – the two sectors currently showing the largest shortfalls in emissions reductions.

Meanwhile, important policy measures are increasingly being called into question. The planned phase-out of new combustion engine vehicles in the European Union from 2035 is one prominent example.

The EU's Omnibus I package aims to simplify sustainability legislation. In practice, however, it has primarily created planning uncertainty while limiting companies' ability to make long-term strategic planning.

Humanity has now exceeded seven of the nine planetary boundaries. At the same time, political priorities are shifting and the public narrative around sustainability is changing.



Lisa Runden
CEO | Sustainability
Management

Saralena Gülder
Sustainability
Management



What was once seen as one of the defining challenges of our time is now too often met with little more than a shrug. What has not changed, however, is the reality of climate change – and the consequences it continues to have for our economies, our societies and our daily lives.

The World Economic Forum's latest Global Risks Report paints a clear picture of the decade ahead. Extreme weather events, biodiversity loss and ecosystem collapse are expected to be among the most significant global risks, accompanied by growing technological and societal challenges.

Against this backdrop, Consistency in a Changing World felt like the right theme for this year's Sustainability Report. Navigating a world shaped by constant change is challenging enough. Doing so while scientific evidence is increasingly at odds with political and economic inertia makes it even more difficult to stay the course – and to ensure that transformation remains economically viable.

Through the results achieved during the 2025 reporting year, we want to demonstrate that competitiveness, economic performance and environmentally responsible business practices can go hand in hand. Together, they can reduce dependencies across global supply chains and strengthen business resilience.

In times of growing uncertainty, consistency requires reliability, a clear sense of direction and the determination to stay the course – even when headwinds increase and priorities appear to shift. To us, consistency is not about standing still. It means staying true to our principles while adapting to a changing world.

At the Runden Group, we recognise the urgency of taking responsibility, reporting transparently on our progress and speaking openly about trade-offs and the challenges we face. This report shows where we stand today, what we have learned and where we need to adjust our course. Responsible business practices cannot be achieved through sustainability reporting alone. It is a continuous process that requires commitment, consistency and everyday action.

Do you have any questions
or suggestions?

Saralena Gülder
Sustainability Management

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Home of Reuse

A space to help shape.

The Runden Group is a family-owned business headquartered in Damme, Lower Saxony, comprising nine companies operating across a range of industries.

This report focuses on WBG Pooling, LHM Pooling and Rubetrans Logistics, which together enable future-ready value chains for industry, retail and the food sector.

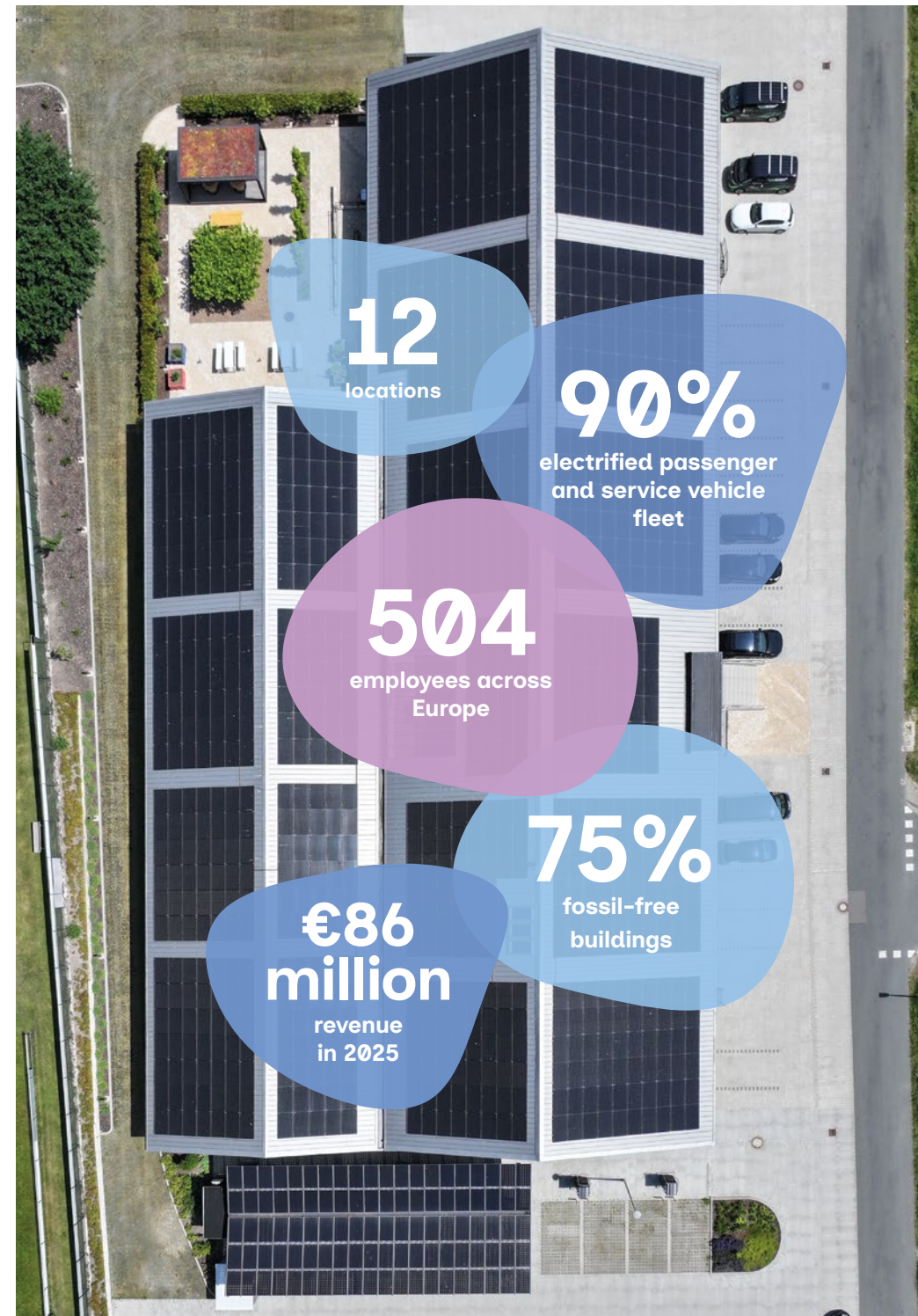
Circular economy principles are at the heart of the Group's business models. Through durable, reusable systems, intelligent pooling networks and efficient logistics services, the Runden Group helps conserve resources, reduce waste and replace single-use packaging with sustainable alternatives.

Now in its second generation of family ownership, the Runden Group combines long-term thinking with economic stability and responsible

business practices. The Group is committed to balancing environmental responsibility, social value creation and economic success by systematically integrating sustainability into its decision-making processes, management systems and investment activities.

Working closely with customers, suppliers, industry associations and other stakeholders, the Runden Group develops practical solutions to support the transition to a regenerative economy. Its strategic focus is shaped by circular economy principles, resource efficiency, responsible supply chain management and innovative reusable packaging systems.

Guided by its vision of advancing the circular economy and actively contributing to economic transformation, the Runden Group aims to help shape a resource-efficient, reusable packaging and logistics industry



SUSTAINABLE DEVELOPMENT GOALS

Dashboard



TACTICAL PLANNING				
Management approach	Objective	Measures	Date	Status
Energy – Buildings ISO 14001 & ISO 50001 	A 2.5% reduction in final energy consumption per unit of RTP processed at the North-West Service Centre	· Tests to reduce the speed of cleaning machines	31.12.2025	Achieved 
		· Electrification of the vehicle fleet eco-training for drivers	31.12.2025	Achieved 
Energy – Fleet ISO 14001 & ISO 50001 	A 2.5% reduction in diesel consumption per 100 km A 2.5% reduction in LNG consumption per 100 km	· Electrification of the vehicle fleet eco-training for drivers	31.12.2025	Achieved 
		· Recording and optimisation of additional waste streams · Ongoing optimisation and proactive waste prevention · Staff training	31.12.2025	Achieved 
Environment – Waste ISO 14001 	Increase in the recycling rate by 5 percentage points A 10% reduction in paper consumption at all sites	· Digitisation of processes and optimisation of standard printer settings	31.12.2026	Pending 
		· Installation of sensor fittings in sanitary facilities	31.12.2025	Achieved 
Environment – Water ISO 14001 	A 5% reduction in fresh water consumption per employee Reduction in fresh water consumption at the North-West Service Centre by 2.5% per RTP	· Optimisation of the cleaning process	31.12.2025	Partially Achieved. Details in chapter ESRS E3.
		· Accident analyses · induction and training in the field of behaviour-based health and safety	31.12.2025	Achieved 
Safety at Work ISO 45001 	A 30% reduction in the number of days lost due to absence A reduction in the sickness absence rate across all companies to below the national average, and a continuous year-on-year reduction	· Accident analyses · induction and training in the field of behaviour-based health and safety	31.12.2025	Achieved 
		· Accident analyses · induction and training in the field of behaviour-based health and safety	31.12.2025	Achieved 

NEW IN THE REPORTING YEAR - TACTICAL PLANNING				
Management approach	Objective	Measures	Date	Status
Energy – Fleet ISO 14001 & ISO 50001 	A 10% reduction in GHG emissions and energy consumption per 100 km in the car hire sector A 2.5% increase in the proportion of kilometres travelled by electric vehicles in the lorry fleet compared with the previous year A 2.5% reduction in final energy consumption and GHG emissions per 100 km compared with the previous year in the vehicle fleet sector	· Guideline E-mobility first	31.12.2026	Pending 
		· Electrification of the lorry fleet	31.12.2026	Pending 
		· Electrification of transport · Route optimisation · Avoidance of empty runs	31.12.2027	Pending 
Environment – Water ISO 14001 	A 2.5% reduction in final energy and water consumption per RTP at the North-West Service Centre	· Further optimisation of the cleaning process	31.12.2026	In Progress 
Environment – Energy ISO 14001 	A 2.5% reduction in final energy consumption per square metre of refrigerated space in cold stores compared with the previous year	· Roof refurbishment at the Gewerbering site, Steinfeld · ongoing awareness-raising amongst staff at the cold store	31.12.2026	In Progress 
Safety at work ISO 45001 	A 5% reduction in the number of days lost due to absence compared with the previous year A 5% reduction in reportable workplace accidents (per 1,000 workers) compared with the previous year 100% of strategic suppliers have signed the Code of Conduct for Business Partners	· Accident analyses · induction sessions · training courses in behaviour-based health and safety · more frequent site inspections	31.12.2026	In Progress 
		· Accident analyses · induction sessions · training courses in behaviour-based health and safety · more frequent site inspections	31.12.2026	In Progress 
		· Strengthening communication and cooperation in the field of ethics	31.12.2030	In Progress 

STRATEGIC PLANNING				
Management approach	Objective	Measures	Date	Status
Environment – Waste ISO 14001 	Resource savings in the RTP area through WBG Pooling	· C2C®-recertification for Big Boxes · C2C®-recertification for foldable crates · C2C® recertification for logistic pallets	31.12.2025	Achieved 
Environment – Water ISO 14001 	Fitting all key existing buildings with cisterns	· Energy-efficiency refurbishment	31.12.2030	In Progress 

NEW IN THE REPORTING YEAR STRATEGIC PLANNING				
Management approach	Objective	Measures	Date	Status
Environment – Energy ISO 14001 	Reduction in average transport distances per product group in line with the company's objectives	· Smart Balancing	31.12.2026	In Progress 
Environment – Waste ISO 14001 	Extension of Cradle to Cradle® certifications to further areas of the business	· Pooling of expertise and work assignments within the shared service	31.12.2030	Pending 

Highlights of the Reporting Year

Home of Reuse Bringing the Circular Economy to Life

Although the circular economy is becoming an increasingly prominent topic in public de-

bate, it often remains an abstract concept. During the reporting year, the Runden Group created the Home of Reuse – a dedicated space where the circular economy, reusable systems and resource-efficient innovations can be explored first-hand.

The showroom aims to make the circular economy more tangible, explain complex concepts in an accessible way and foster dialogue bet-

ween business, academia, educational institutions and society. Visitors gain practical insights into how intelligent reusable systems help keep resources in circulation for longer and the role businesses play in the transition to a circular economy.

The Home of Reuse brings together the Group's different business models and circular solutions in one place. It showcases, among other things, the reusable and pooling systems of WBG Pooling, LHM Pooling, Eggtray Pooling System and TRULY Reuse, providing a comprehensive overview of how circular economy principles can be applied across different industries and use cases.

A particular highlight is the Cradle to Cradle® Wall, which illustrates the technical cycle of products and materials. It demonstrates that materials do not have to become waste at the end of their useful life but can instead remain valuable resources within closed-loop systems. In doing so, it reflects the Runden Group's core principle: keeping resources in circulation for as long as possible while consistently preventing waste.

Since opening, the Home of Reuse has established itself as an important platform for knowledge sharing and collaboration. During the

A range of reusable systems for different sectors: the showroom focuses on circular products and solutions.



Cradle to Cradle®: Thanks to this certification, the raw material used can be reused in equivalent products.

reporting year, the Runden Group welcomed numerous visitor groups, including businesses, industry associations, schools, universities, students and other interested stakeholders. The Home of Reuse also served as a venue for workshops, talks, conferences, guided tours and professional dialogue on topics such as the circular economy, reusable systems and sustainability regulation.

The physical showroom is complemented by a digital 360° tour, allowing anyone to explore the Home of Reuse virtually. This makes its content accessible regardless of location and enables anyone with an interest in the circular economy to experience it, even if they are unable to visit in person. The digital extension reflects the Runden Group's commitment to democratising knowledge and making circular solutions accessible to as many people as possible.

With the Home of Reuse, the Runden Group has created a space that goes far beyond showcasing its own products. It serves as a place for learning, collaboration and innovation, supporting the transition to a circular economy while helping people understand, experience and actively shape the circular economy.

A journey into the world of reusable products



The **360° tour** gives you a comprehensive insight into the Home of Reuse showroom.

More than 115 charging points: The Runden Group's charging infrastructure continues to grow.



One Power Strategy Expanding Charging Infrastructure

The decarbonisation of mobility and buildings is one of the Runden Group's key

levers for building resilient business models and operations. Against this backdrop, the expansion of charging infrastructure remained a strategic priority throughout the reporting year and is now a core pillar of the Group's One Power Strategy.

What began with just a handful of charging points has grown into a comprehensive charging ecosystem. Today, the Group operates more than 115 charging points for electric cars, light commercial vehicles and electric heavy goods vehicles across its sites – one of the region's most extensive corporate charging networks.

The charging infrastructure is planned, developed and continuously expanded in-house by PLANWORKS, which is responsible for planning, engineering and technical implementation.

In addition to the Group's fleet, the charging facilities are also available to employees and visitors. A particular highlight is the integration of

fast-charging infrastructure for fully electric heavy-duty trucks, which are already in active use in the Group's daily logistics operations.

The expansion of charging infrastructure is closely linked to the Runden Group's broader energy concept. Sites are increasingly powered by self-generated solar electricity and will gradually be complemented by battery storage systems and intelligent energy management solutions. The aim is to optimise the generation, storage and use of energy, combining economic efficiency with climate action and resource conservation.

Guiding Principles 2030

Redefining Our Purpose, Vision and Mission

A key milestone during the reporting year was the comprehensive revision of the Runden Group's Guiding Principles. The family owners, together with the managing directors of the Group companies and senior leaders from across the Group fundamentally reviewed and refined the Purpose, Vision, Mission and core values.

The process began with a central question: What long-term contribution does the Runden Group want to make to society, the economy and the environment? The result is a clearly defined framework that aligns all Group companies around a shared purpose while leaving room for their individual strengths and areas of focus.



Elektrofisierte Transporte:
Die Flotte der schweren Nutzfahrzeuge wird sukzessive transformiert.

At the heart of the Guiding Principles is the Group's new Purpose:

Circularity instead of waste. Reuse instead of disposal. Reusable instead of single-use.

The Group's Vision is a world in which resources remain in circulation and reuse is the natural choice. The Mission defines how the Runden Group will help turn this vision into reality by driving the transition from a throwaway society to a reuse society through the development of economically viable solutions for industry, retail and society.

The Guiding Principles are complemented by a revised set of corporate values. Together, they provide a common framework for decision-making, collaboration and the Group's continued development.



Purpose | Vision | Mission
View our Guiding Principles here.

Launching the SDG-Scouts® Programme

Building ESG Competencies

The reporting year also marked the launch of the Group-wide SDG Scouts Programme, which is now a mandatory component of vocational training across the Runden Group. The programme is designed to build sustainability competencies at an early stage and empower apprentices to actively contribute to ESG initiatives.

The programme began with a joint workshop at Biohof Losse, the Runden Group's organic farm, offering a practical setting in which participants were introduced to the fundamentals of sustainable development. Topics included the origins and evolution of climate science, the planetary boundaries framework, the principles of sustainability management and the United Nations' 17 Sustainable Development Goals (SDGs).

Building on this foundation, subsequent workshops explored the link between sustainability management and entrepreneurial thinking and decision-making. Apprentices analysed sustainability reports from a range of companies, discussed current sustainability challenges in business practice and developed a deeper understanding of how environmental, social and governance topics can be managed strategically.

The programme also included training in project management, presentation skills and structured problem-solving. As a result, participants not only gained specialist knowledge but also



All apprentices at the Runden Group receive further training to become SDG Scouts®.

developed the practical skills needed to successfully deliver and present their own ESG projects.

The programme culminated in a joint final presentation by all participating apprentices the following year.

Through the SDG Scouts Programme, the Runden Group is investing in the sustainability skills of its future workforce.

Truly Reuse Launching a New Company

Another highlight of the reporting year was the establishment of TRULY REUSE, the ninth member of

the Runden Group. With this new company, the Group is broadening its circular economy portfolio by opening up new applications for reusable packaging solutions.

TRULY REUSE aims to make reusable solutions significantly simpler and more attractive for the hospitality sector, events, retail, industry and municipalities. Its approach goes beyond conventional reusable systems by integrating packaging, logistics, cleaning, collection and digital solutions into a single end-to-end system for seamless reuse.

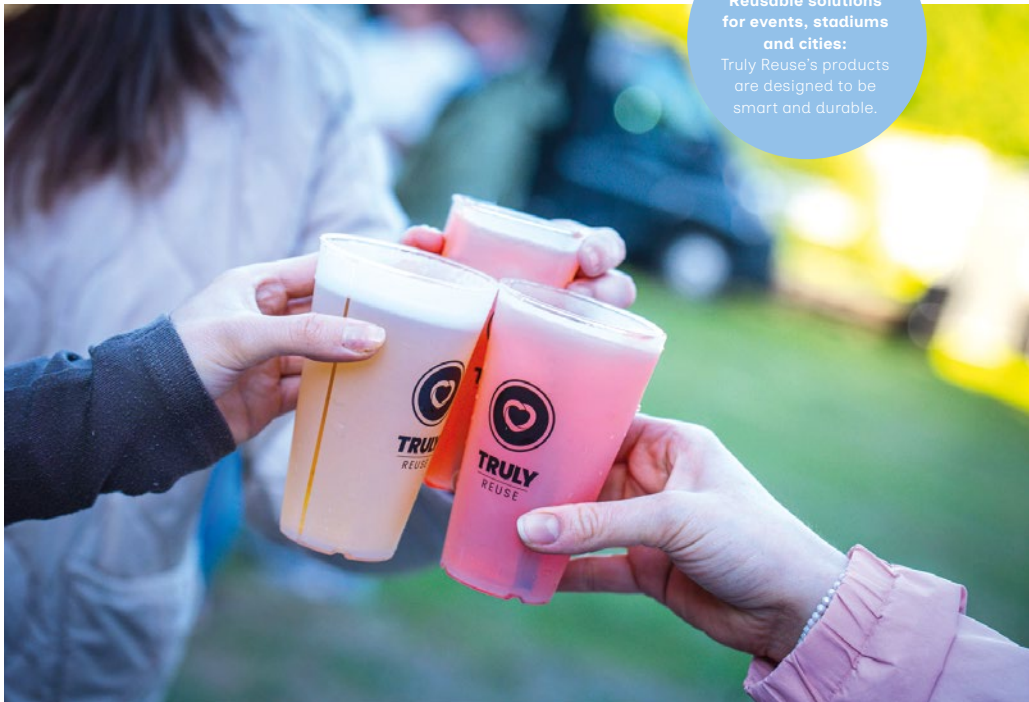
In Germany alone, billions of single-use food and beverage containers are discarded

immediately after use every year. TRULY REUSE directly addresses this challenge by accelerating the transition from single-use to reusable solutions.

The company offers reusable cup and bowl systems supported by professional logistics and cleaning services that operate within closed-loop systems. The objective is to prevent

waste, conserve resources and provide users with a solution that is as simple and convenient as possible.

In its first year, the systems were deployed at events and as part of pilot projects. At the same time, the foundations were laid for further expansion, ranging from digital return processes to regional reusable networks.



Strategy

The Strategic Foundation:

A holistic Ecosystem

The Runden Group is committed to combining economic success with environmental responsibility and long-term resilience. This ambition is underpinned by the ESG strategy Redefining Economics, published last year, which is grounded in the principles of the circular economy, the United Nations Sustainable Development Goals (SDGs) and responsible corporate governance.

During the reporting year, the Group further refined its strategic focus around three priorities.

Circular Economy

The circular economy lies at the heart of many of the Runden Group's business models. Through reusable packaging and pooling solutions, products and materials are kept in circulation for as long as possible, helping to conserve resources and prevent waste. The Group's objective is to replace linear value chains with circular systems and, together with customers and partners, establish future-ready alternatives.

A particular focus is placed on the continuous development of reusable packaging solutions, optimising reuse cycles and promoting transparent supply chains.

Renewable Energy

The decarbonisation of buildings, sites and transport represents another strategic priority. The Runden Group continues to invest in photovoltaic systems, charging infrastructure, battery storage and intelligent energy management solutions to generate, store and use energy more efficiently.

At the same time, the electrification of the Group's vehicle fleet continues to progress. The objective is to establish resilient, economically viable energy systems that contribute to the long-term reduction of greenhouse gas emissions.

Digitalisation

Digital solutions are key enablers of efficient, transparent and resilient supply chains. They improve the traceability of goods, optimise material flows and enhance the efficiency of reuse cycles. Through digital solutions such as the Digital Circular Economy (DCE) platform, the Runden Group creates greater transparency across reuse cycles and inventory while providing customers and partners with relevant real-time data.

This enables more efficient processes, faster decision-making and more effective use of resources.



Double Materiality Assessment

For the Runden Group, responsible business practices mean taking into account both its impact on the environment and society and the resulting opportunities and risks for the company. The double materiality analysis serves as the basis for identifying material sustainability issues and for reporting in accordance with the ESRS.

Dialogue as a Key Success Factor

A major milestone was conducting in-depth qualitative interviews with selected representatives of suppliers, customers, employees, municipalities and non-governmental organisations (NGOs). Stakeholders received the results of the internal assessment in advance and were given several weeks to review them.

The identified impacts, risks and opportunities were then discussed, challenged and refined through a series of in-person and virtual meetings. This collaborative approach helped incorporate additional perspectives, identify potential blind spots and further strengthen the

assessment.

The discussions provided particularly valuable insights into the following areas:

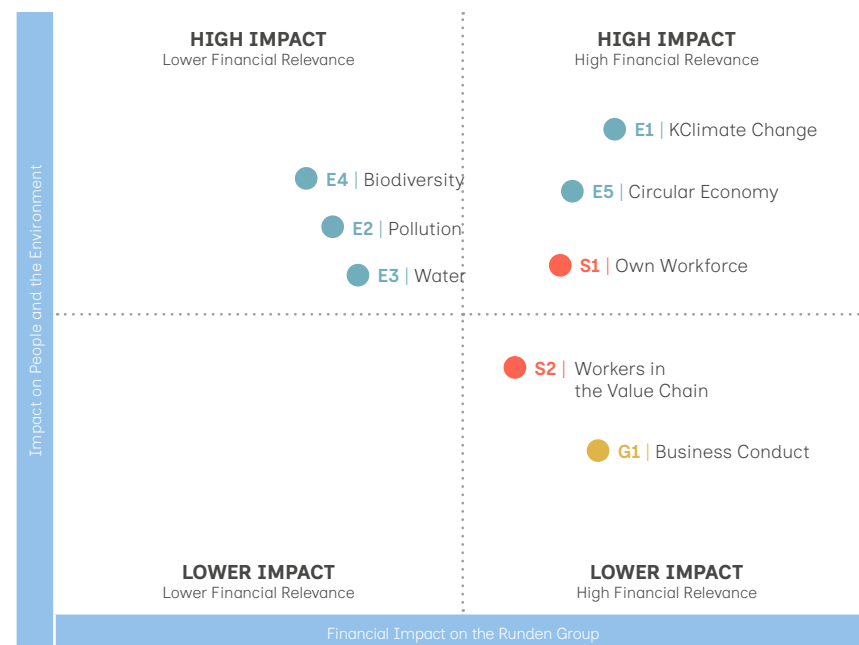
- Transparent supply chains and responsible procurement
- Social aspects within the value chain
- Corporate ethics and governance
- Circular economy and resource efficiency
- Energy and climate
- Impacts on municipalities and the environment

Stakeholder feedback led to the reprioritisation of individual topics and the inclusion of additional impacts and opportunities in the final assessment.

The Runden Group's Material Topics

The results of the assessment identify the sustainability topics that are of greatest importance to the Runden Group's long-term development.

Runden Group Double Materiality Matrix



Environment

- E1 | Climate Change and Decarbonisation
- E1 | Energy Efficiency and Renewable Energy
- E3 | Water Consumption
- E5 | Circular Economy and Waste

Social

- S1 | Occupational Health and Safety
- S1 | Attractive and Secure Employment
- S1 | Talent Attraction and Employee Retention
- S1 | Equal Opportunities and Diversity
- S2 | Responsibility in the Value Chain

Governance

- G1 | Corporate Culture and Integrity
- G1 | Compliance and Whistleblower Protection
- G1 | Responsible Procurement
- G1 | Supplier Management
- G1 | Transparent Stakeholder Dialogue

The results of the double materiality assessment provide the foundation for the Runden Group's ESG strategy. They help set priorities, identify risks at an early stage and proactively seize opportunities. The extensive involvement of

stakeholders also provided valuable insights into the further development of the Group's business models. These insights feed directly into strategic decision-making, target setting and future initiatives across the Group.



ESRS E1

Climate Change

Key Figures and Milestones for the Reporting Year at a Glance

Reduced Scope 1 emissions by **782.7 tCO₂e**

Further **electrified** mobility and logistics

Reduced Scope 1 and Scope 2 emissions by **25.4%** since 2022

Reduced energy consumption for cleaning reusable transport packaging

Achieved targets for **reducing diesel and LNG consumption**

Expanded charging infrastructure to more than **115 charging points**

Improved the data basis for greenhouse gas accounting

Our Climate Strategy

Through its One Power Strategy, the Runden Group aims to gradually electrify mobility, energy supply and buildings and continuously increase the share of renewable energy. Climate change mitigation is closely linked to the Group's three strategic pillars for the future: the circular economy, renewable energy and digitalisation.

Key priorities include reducing fossil fuel use, improving energy efficiency and expanding the Group's own energy generation and charging infrastructure. In the long term, the Group aims to largely decarbonise its business activities by 2045 at the latest.

Progress in the Reporting Year

The Runden Group's direct greenhouse gas emissions were reduced again. This is particularly evident in emissions from the vehicle fleet and energy use at the Group's sites.

At the end of 2025, the Group had:

- 104 battery-electric passenger cars
- 3 battery-electric tractor units
- 12 electric refrigerated trailers
- more than 115 charging points

At the same time, energy and water consumption in the cleaning processes for reusable transport



Expandable commercial storage facilities can help to absorb peak loads and increase the level of self-sufficiency at the sites.

packaging was further reduced through technical and organisational measures.

GHG Emissions

During the reporting year, the Runden Group's total greenhouse gas emissions amounted to approximately 37,566 tCO₂e. Around 82% of emissions were attributable to the upstream and downstream value chain (Scope 3). This highlights the growing importance of supply chains, capital goods and purchased materials in future decarbonisation efforts.

Emissions from the Group's own operations continue to account for a significantly smaller share. A particularly notable development is the change since the 2022 base year:

Scope 1 and Scope 2 emissions were reduced by 25.4%.

This demonstrates the measurable impact of the actions already taken to electrify mobility, improve energy efficiency and reduce fossil fuel use.

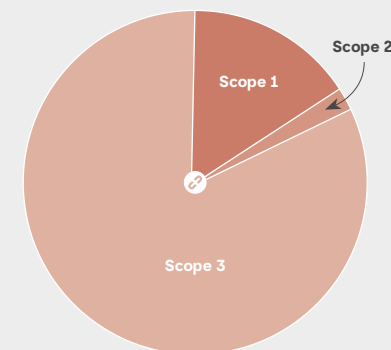
In the coming years, we will further refine our climate targets and, in particular, expand the management of Scope 3 emissions. Key areas of focus remain the electrification of heavy-duty vehicles, the expansion of renewable energy, improvements in energy efficiency and the further development of climate-friendly circular economy models.

Our priority is to reduce emissions rather than offset them.

The Runden Group will continue to focus on the actual reduction of greenhouse gas emissions within its own operations and along the value chain.

Breakdown of the Runden Group's Total Emissions for the 2025 Reporting Year

(location-based)



"As an employee of a business partner, I was happy to take part in the stakeholder survey to share my practical experience. I've been following the company's development in the field of electric mobility since 2021—first as a contributor to the initial stages of the e-mobility strategy and now in my role at an external partner company. The progress made has been impressive. The electrification of vehicle fleets offers great potential for using energy more efficiently, lowering energy demand, and thereby reducing CO₂ emissions. With the electric commercial vehicles we offer, we support customers in their transition to more sustainable mobility solutions. The LFP batteries used in these vehicles make an important contribution to more sustainable mobility thanks to their long service life, safety, and the fact that they do not rely on critical raw materials such as cobalt and nickel."

**Marcel Kurth | Hochvoltkoordinator,
Anders-Gruppe**



ESRS E2

Pollution

The Runden Group is committed to minimising pollution throughout its value chain. As the Group does not operate energy- or emissions-intensive manufacturing facilities, its most significant environmental impacts are associated with logistics, procurement and the cleaning of reusable

transport packaging. The Group therefore focuses on preventive measures, responsible procurement and the continuous optimisation of its cleaning processes.

Air pollution

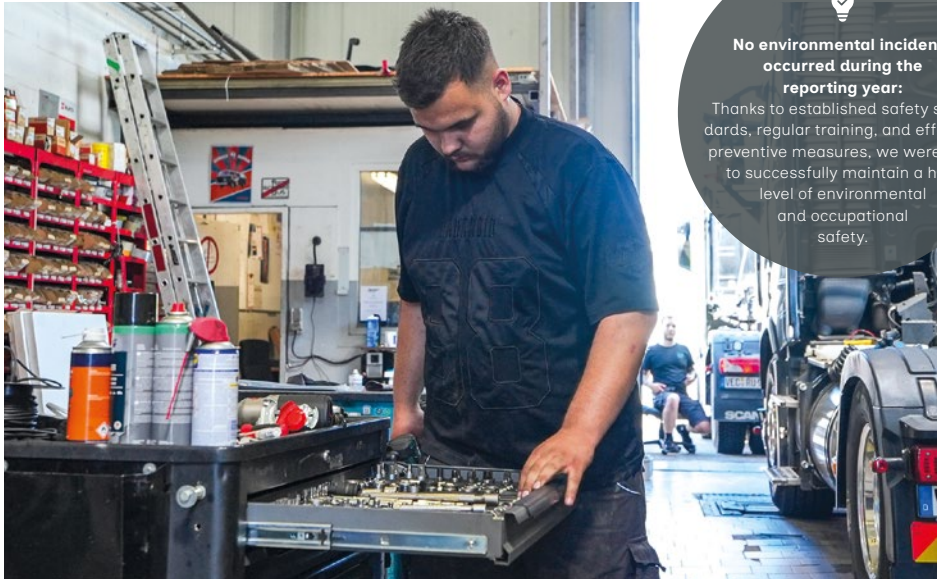
The main potential impacts on air quality arise from transport activities and, indirectly, from the production of reusable transport packaging. To reduce transport-related emissions, the Runden Group is gradually electrifying its vehicle fleet, improving transport planning and continuously optimising its pooling networks. Reusable transport packaging is designed for long service lives and repeated reuse.



Impact on air quality:
Electrifying vehicle fleets reduces the impact.



It can be repaired and, where Cradle to Cradle Certified®, recycled at the end of its service life into new packaging of equivalent quality. This reduces environmental impacts by avoiding the need to produce new packaging after each use and keeping materials in continuous circulation.



No environmental incidents occurred during the reporting year:
Thanks to established safety standards, regular training, and effective preventive measures, we were able to successfully maintain a high level of environmental and occupational safety.

Water Pollution

Water plays an important role in WBG Pooling's service centres, where reusable transport packaging is cleaned. The Group uses only environmentally friendly cleaning agents, significantly reducing the pollutant load in wastewater. At the same time, the Runden Group is working to reduce water consumption in its cleaning processes and is assessing opportunities to work with partners that use closed-loop water systems and innovative water treatment technologies. Further information is provided in *ESRS E3 – Water and Marine Resources*.

Hazardous Substances and Environmental Safety

The Runden Group manages potentially hazardous substances responsibly and in accordance with established occupational health, safety and environmental protection procedures. The Group does not operate any manufacturing operations involving substances of very high concern (SVHC).

In certain areas, such as the service centres, the commercial vehicle workshop and maintenance operations, operating materials and process chemicals are used and recorded in the relevant hazardous substances registers. Employees working in these areas receive regular training to ensure their safe handling.

No environmentally relevant incidents were recorded during the reporting year. This confirms the effectiveness of the Group's preventive measures and reflects a further improvement in environmental safety performance compared with the previous year.



"Sustainability emerges when companies are willing to collaborate beyond their own organizational boundaries. The exchange that took place as part of the Runden Group's dual materiality analysis has shown how valuable open dialogue along the value chain is for the further development of sustainability. Different perspectives help identify key issues early on and develop solutions together. For example, our collaboration on cleaning reusable transport packaging demonstrates that sustainable innovations can lead to concrete environmental improvements—such as through lower processing temperatures and reduced use of additional chemicals. This creates real synergies for greater resource efficiency and a circular economy."

**Yvonne Burmann | Business Development
& Sustainability Expert, BÜFA GmbH & Co. KG**



ESRS E3

Water and Marine Resources

Water is a key resource for the Runden Group's operations. In particular, WBG Pooling's service centres rely on water to clean and prepare reusable transport packaging for reuse while maintaining the highest hygiene standards. The Group therefore focuses on reducing water consumption and continuously improving the efficiency of its cleaning processes.

Key Achievements During the Reporting Year

22.71%

reduction in total water consumption for cleaning

14.75%

reduction in energy consumption across the cleaning lines

36%

reduction in cleaning agent consumption

Reduced

water consumption on two of the three cleaning lines



Main consumer:

The North-West Service Centre accounts for a significant proportion of water consumption.



These improvements demonstrate that environmental and economic performance can go hand in hand. By optimising machine settings, introducing new cleaning methods and implementing technical improvements, the Runden Group significantly reduced water consumption without compromising quality or hygiene standards.

Looking ahead, the Group will continue to explore opportunities to increase water reuse. Its long-term objective is to further increase the share of closed-loop water systems across its service centres.

Alongside optimising existing processes, investments in new infrastructure will play an important role. The Runden Group is also evaluating partnerships with service providers that offer process water recycling, water-efficient technologies and rainwater harvesting systems. These measures are intended to reduce long-term dependence on external water resources while enhancing water security.

Progress against targets

The progress made during the reporting year is reflected in the achievement of the Group's defined targets:

The target of reducing freshwater consumption per cleaned unit was significantly exceeded for both E containers (-20.19%) and pallet boxes (-16.37%).

The target of reducing water consumption at the service centre was exceeded, with an overall reduction of 22.71%.

Further optimisation of water consumption at office and administrative sites remains part of the Group's future initiatives.

Although the Runden Group's sites are not currently located in areas of acute water stress, water scarcity, rising costs and increasing regulatory requirements are expected to become increasingly significant in the years ahead.



„We found that the same cleaning performance could be achieved using less water. By installing pressure reducers on our container and pallet box cleaning lines, we significantly reduced water consumption.“

Dirk Lemke | Standortleiter Servicecenter



ESRS E4

Biodiversity and Ecosystems

Healthy ecosystems, clean water and fertile soils form the foundation of resilient supply chains and long-term economic success. Although the Group's business activities do not involve direct impacts on sensitive ecosystems or protected areas, the Runden Group depends on healthy natural resources and recognises its responsibility to contribute to their preservation.

As part of the double materiality assessment, pollution, water quality, resource use and the circular economy were identified as key factors influencing biodiversity. At the same time, the Group sees opportunities to contribute positively through reusable systems and regional environmental initiatives.

Biodiversity as shared Responsibility

of an initiative to establish a regional biodiversity alliance together with partners from the business community, the Association of German Chambers of Industry and Commerce (DIHK) and the Oldenburg Chamber of Industry and Commerce (IHK). The alliance aims to build expertise, facilitate knowledge sharing and

A key milestone during the reporting year was the launch

promote collaborative projects to protect species, habitats and natural resources across the region.

The initiative emerged from stakeholder dialogue and demonstrates the value of regular stakeholder engagement for business development and strategic decision-making.

Circular Economy as Resource Conservation

the circular economy. Reusable transport packaging reduces the demand for virgin raw materials, prevents waste and helps reduce pressure on natural ecosystems.

The Group's core business model is built around the principles of



Conserving resources protects habitats:

Every single-use product that is avoided saves raw materials and reduces interference with natural ecosystems. Through its reusable system, the Runden Group is helping to preserve biodiversity and natural habitats.



Resource-Efficient Processes and Infrastructure

Through repeated use and cleaning, the Group conserves resources and keeps materials in circulation. The continued development of these reusable systems therefore also contributes indirectly to biodiversity conservation.

Environmental considerations are increasingly integrated into investment decisions across the Group's operations. Particular focus is placed on the Group's service centres, where reusable transport packaging is cleaned and prepared for reuse.

Key measures include:

- Environmentally friendly cleaning agents
- Reduced water and energy consumption

Sustainable Agriculture and Forestry

Biohof Losse contributes directly to biodiversity conservation. As part of the Runden Group, the Naturland-certified farm is managed in accordance with organic farming standards and consistently avoids the use of synthetic chemical pesticides. This helps preserve habitats for insects and birds, protects soil organisms and supports water quality.

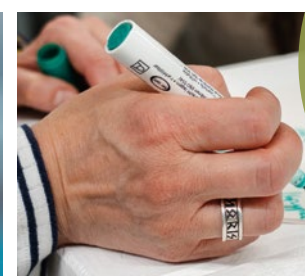
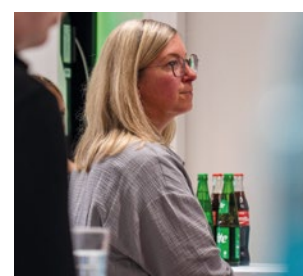
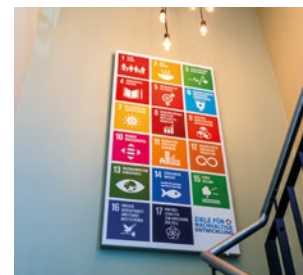
These efforts are complemented by the Group's forests in the Oldenburger Münsterland, which are regularly reforested and contribute to the long-term conservation of regional ecosystems.

Looking ahead, biodiversity considerations will be integrated more systematically into strategic decision-making, investment planning and partnerships. The planned regional biodiversity alliance will play an important role in driving this approach forward.

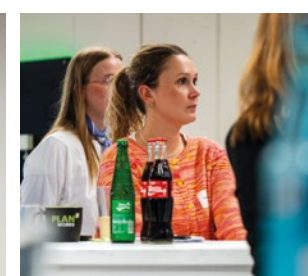


"Our collaboration with the Runden Group on sustainability, particularly the interview and discussion on the double materiality analysis, is far more to us than simply 'ticking a box' in the context of regulatory requirements. Our joint examination of the relevant impacts, risks and opportunities (IROs) fosters a deep understanding of the company's ESG issues. At the same time, it gives rise to a valuable exchange on current developments, best practices and forward-looking initiatives. For example, this exchange led to a partnership with the 'Unternehmen Biologische Vielfalt' project on the topic of biodiversity alliances, in cooperation with the DIHK. The Runden Group is now an active member of the Oldenburg Chamber of Industry and Commerce's biodiversity alliance. Ultimately, this open and regular dialogue fosters a partnership based on trust when it comes to sustainability."

Julia Schmitjans | Director, Bethmann HAL



A successful start to joint action:
The Runden Group, together with the DIHK and the Oldenburg Chamber of Industry and Commerce, had the honour of hosting the first event for an alliance for biodiversity in the region. Companies from across the Chamber's catchment area came together to learn more about the alliance's potential and to begin sketching out initial ideas for joint projects. The alliance will be officially established in autumn 2026.





ESRS E5



Resource Use and Circular Economy

The transition from a linear to a circular economy is one of the defining challenges – and opportunities – of our time. Rising raw material prices, geopolitical uncertainty, finite resources and evolving regulatory requirements demonstrate that long-term prosperity depends not on the continuous consumption of materials but on keeping them in circulation.

For the Runden Group, the circular economy is not simply a sustainability topic – it is the foundation of its business model. For many years, the Group has developed and continuously refined reusable systems that extend product lifecycles, use resources efficiently and prevent waste. Through its pooling and reusable solutions, the Group replaces linear single-use products and processes with closed-loop systems.

Reusable transport packaging is cleaned, repaired, reused and – where technically feasible and supported by Cradle to Cradle® certification – recycled into new products of equivalent quality at the end of its service life. In this way, the Group creates circular systems that combine environmental benefits with long-term economic resilience.

The Group takes a holistic approach to the circular economy, encompassing material selection, supply chain design, the electrification of logistics, the digitalisation of material flows and the continuous improvement of resource efficiency. The objective is to systematically reduce the use of virgin raw materials while strengthening the security of supply and the resilience of the Group's business model.

Across all food categories:
WBG Pooling's products are genuine game-changers in the supply chain.

The reporting year marked another important step forward. Additional Cradle to Cradle® certifications, the expansion of closed material loops, the transition to more resource-efficient battery technologies for the heavy commercial vehicle fleet and the further development of waste and material flow analyses laid the foundations for future initiatives.

The Runden Group sees the circular economy as a key driver of a resilient, future-ready economy and as essential to achieving its vision of making circular business practices the norm.



"The circular economy is not just an add-on to sustainability, but a prerequisite for future-proof business practices. Anyone who still thinks of packaging in linear terms today will struggle to remain competitive tomorrow. The Runden Group recognised this shift early on and has consistently made reusable packaging the core of its business model. In doing so, the company demonstrates how environmental responsibility and economic success can go hand in hand. The ongoing electrification of the commercial vehicle fleet remains a key priority – particularly in heavy goods transport, where the transition is a marathon rather than a sprint. This makes it all the more important to steadfastly continue on the path we have chosen."

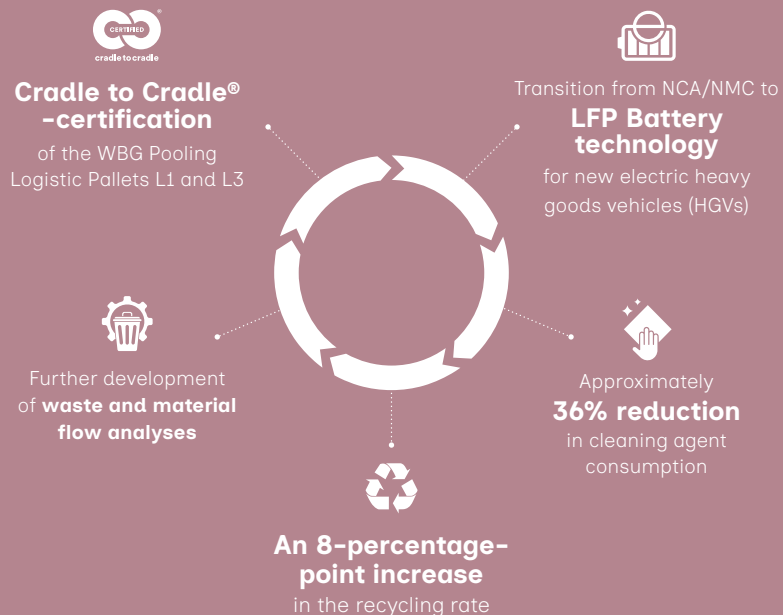
Laura Griestop, WWF Deutschland





Newly certified:
At the end of their useful life, the logistics pallets are transformed into equivalent products for the food supply chain.

Key Achievements in 2025



For all sectors:
LHM Pooling offers packaging solutions outside the food industry.

Reuse Instead of Single Use

Reusable transport packaging from WBG Pooling and LHM Pooling is at the heart of the Runden Group's circular economy strategy. In the B2C sector, the portfolio has been further expanded through TRULY REUSE. Unlike single-use packaging, these reusable systems are used, cleaned, repaired and returned to service over many years.

On average, a reusable transport packaging unit has a service life of around nine to ten years and completes up to 260 reuse cycles. This enables more efficient use of raw materials while significantly reducing material losses.

Damaged load carriers are repaired wherever possible, while materials that can no longer be reused are returned to the circular economy through recycling. This minimises the need for virgin raw materials and further strengthens the circular economy.

Cradle to Cradle® and Closed Material Loops

A key focus is the gradual Cradle to Cradle® certification of WBG Pooling's product portfolio.

Several product lines have already been certified, while others are currently undergoing certification.

At the end of their service life, certified reusable transport packaging is mechanically recycled into new products of equivalent quality. Approximately 98% of the material is recovered and reused as recycled material, with only a small amount of virgin material required to compensate for unavoidable process losses.

This results in an almost closed material loop that significantly reduces the demand for virgin raw materials while increasing the availability of high-quality recycled material. This is becoming increasingly important in light of the EU Packaging and Packaging Waste Regulation (PPWR).



„With the Cradle to Cradle® certification of WBG Pooling's L1 and L3 logistic pallets in 2025, we are advancing a logistics system that combines environmental responsibility with economic viability. Our closed-loop approach helps reduce resource consumption and waste while helping build resilient, future-ready supply chains.“

Alina Meyer | Procurement Operations WBG Pooling



Scan & Go:

Thanks to the smart labels, the reusable transport packaging is prepared for new PPWR requirements.

Resource-Efficient Technologies

The Runden Group also applies circular economy principles to the electrification of its logistics operations. During the reporting year, the Group decided to prioritise LFP battery technology for new electric heavy goods vehicles. Compared with conventional battery technologies, LFP batteries require fewer critical raw materials, reduce dependence on critical supply chains and support a more sustainable approach to the ongoing electrification of the Group's vehicle fleet.

Waste as a Resource

In addition to preventing waste, the Group continuously works to improve the tracking of its material flows and identify high-value recovery pathways. During the reporting year, the Group generated approximately 123 tonnes of waste. More than 41 tonnes were recycled, while most of the remaining waste was recovered through other processes.

Ongoing improvements to data collection and the more detailed classification of individual waste streams provide the foundation for further optimisation.

In addition, the Group is committed to continuously increasing its recycling rate and significantly reducing paper consumption through digitalisation. These efforts extend beyond the Group's own operations. Through P2D, a solution developed under the Group's Digital Circular Economy (DCE) platform, delivery notes are provided entirely in digital form, eliminating the need for paper documentation throughout downstream value chains.

Looking ahead, the Runden Group will continue to expand its circular economy activities. By the end of 2026, the Group aims to achieve Cradle to Cradle® certification for additional product lines, while introducing fully digital tracking of its repair processes. At the same time, the Group will further strengthen responsible sourcing, increase the use of recycled materials and continue advancing the digitalisation of material flows.

In this way, the circular economy not only helps conserve natural resources but also strengthens the resilience of the Group's business models and supports long-term sustainable growth.



The most effective way to prevent waste is through reuse:

Reusable transport packaging is designed to be used for many cycles and helps to reduce resource consumption, emissions and waste in the long term. At the same time, it is compatible with existing and automated logistics processes.



Own workforce

The long-term success of the Runden Group is built on the commitment, expertise and diversity of its people. Providing a safe working environment, supporting personal development, promoting health and well-being and fostering a culture of respect are therefore central to the

Group's approach.

During the reporting year, the Runden Group had an average workforce of 504 employees representing 22 nationalities. Bringing together a wide range of experience, perspectives and skills, the Group is committed to creating

Key Achievements During the Reporting Year



an inclusive working environment that promotes equal opportunities, supports personal development and enables employees to actively contribute to the company's future.

Providing a safe working environment is a top priority for the Runden Group. This is particularly important in the Group's logistics operations, service centres and heavy goods vehicle transport activities, where occupational health and safety are integral to day-to-day operations.



„A company's social responsibility is reflected in the importance it places on protecting the health and safety of its people. At the Runden Group, we therefore invest continuously in prevention, occupational health and safety and employee well-being. Every workplace accident prevented and every healthy working day strengthens the long-term sustainability of our business.“

Timo Kitte | Koordinator Arbeitssicherheit

Targeted accident analyses, regular training, technical safety measures and the continuous enhancement of occupational health and safety helped further reduce the number of reportable workplace accidents during the reporting year. At the same time, the number of accident-related lost working days fell from 414 to 99. This substantial reduction also reflects the fact that the previous reporting year included one employee's prolonged absence following a workplace accident.

Occupational health and safety is supported by a comprehensive workplace health manage-



ment programme. Employees benefit from a wide range of health and well-being initiatives, including:

- Preventive health screenings, including comprehensive blood tests
- Vaccination programmes
- Workplace massage services
- Corporate fitness programme
- Bicycle leasing scheme
- Private supplementary health insurance
- Occupational disability insurance
- Recuperation allowance

Employees averaged 12 sickness absence days per employee during the reporting year, well below the German average of between 19 and 23 days.

A corporate culture with a clear purpose

we invest not only in occupational health and safety, employee well-being and professional development, but also in a corporate culture that encourages responsibility, innovation and collaboration.

A key focus during the reporting year was the further development of the Runden Group's

Our people are the driving force behind the transition to a circular economy. That is why



Cross-group teamwork:
Participants from the Runden Group, WBG Pooling and RPLC at Fruit Logistica in Berlin.

guiding principles. In close collaboration with the leadership team, the Group refined its purpose, vision, mission and shared values, while introducing individual purpose statements for each Group company for the first time.

At the heart of this renewed direction is a simple conviction:

Circularity instead of waste. Reuse instead of disposal. Reusable instead of single-use.

This mindset shapes not only the Group's business models but also the way its people work together, providing clear direction for both strategic decision-making and day-to-day actions. The Group's corporate culture is built on seven core values:

Customer Centricity

We put our customers at the centre of everything we do. We see them as partners in the transition and work together to advance circular solutions.

Impact

We aim not only to take action but to create meaningful impact by setting clear priorities,

adopting a solution-oriented mindset and delivering measurable results.

Responsibility

We take responsibility for our decisions and always consider their economic, environmental and social implications.

Collaboration

Lasting change can only be achieved by working together – through collaboration across our workforce and strong partnerships with customers, suppliers and other stakeholders.

Innovation

For us, innovation means replacing linear systems with genuine circular economy solutions. We develop scalable approaches that conserve resources while creating economic value, delivering greater efficiency and cost-effectiveness than traditional models.

Transparency

We believe in sharing knowledge openly, addressing challenges transparently and empowering people to make informed and responsible decisions.

Appreciation

We believe that people and natural resources deserve equal care and respect. We recognise the finite nature of natural resources while supporting the people who help drive the transition to a circular economy.

The values of Collaboration and Appreciation are particularly important in creating a working environment where people are empowered to take responsibility, develop their skills and work together on resilient solutions.

The Group actively fosters and continuously develops its corporate culture through regular dialogue, an open feedback culture and a wide range of learning and development opportunities. During the coming year, key initiatives will include a comprehensive employee survey and the introduction of an anonymous whistleblowing system for both internal and external stakeholders.

Looking ahead, the Group will focus on establishing a robust people analytics framework, further reducing workplace accidents, introducing a Group-wide Code of Ethics and strengthening

employee participation, diversity and the skills needed to succeed in a rapidly changing business environment.



"We take responsibility for our staff, their families and the people in our region. That is why we create a working environment characterised by trust, appreciation and a strong sense of community."

"It is important to us that work, family and personal needs are compatible – not just on paper, but in our day-to-day working lives. Flexible working arrangements, a wide range of health and wellbeing programmes and a culture of mutual respect all contribute to our employees' long-term well-being."

"This sense of unity and the positive atmosphere create a special spirit that sets us apart as a group of companies."

Carolin Fuxen | People & Culture



Workers in the Value Chain

The Runden Group is committed to promoting fair working conditions, respecting human rights and supporting safe workplaces throughout its value chain. During the reporting year, the Group significantly expanded its assessment of social impacts within the value chain.

For the first time, this included a detailed assessment of a supplier operating in a high-risk country, enabling the Group to assess human rights and labour-related risks in a more structured and comprehensive manner.

Key Achievements During the Reporting Year



Responsibility Throughout the Value Chain

The Runden Group aligns its approach with internationally recognised standards, including the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Core Labour Standards and the OECD Guidelines for Multinational Enterprises.

These principles are integrated into the Group's relationships with business partners through its Code of Conduct for Business Partners, procurement processes, supplier engagement and sustainability assessments.

Particular attention is given to potential risks such as:

- Child labour and forced labour
- Discrimination
- Inadequate occupational health and safety standards
- Human rights violations
- Reputational and supply chain risks

At the same time, the Runden Group sees significant opportunities in building long-term partnerships, enhancing supply chain transparency and working collaboratively with business partners to continuously improve social and environmental standards.

From Audit to Continuous Improvement

During the reporting year, the Runden Group initiated a more in-depth assessment of a new supplier operating in a high-risk country. As part of an independent SMETA audit conducted to support Cradle to Cradle® certification, two non-conformities were identified:

- Overtime management practices requiring improvement
- Deficiencies in occupational health, safety and industrial hygiene related to the handling of operating substances

The findings were discussed openly with the supplier and incorporated into a binding corrective action plan. Together with the supplier, specific improvement measures were agreed, with implementation scheduled for completion by 31 March 2026.

For the Runden Group, the primary objective is not to penalise suppliers but to support their continuous development and achieve lasting improvements in working conditions.

The Group deliberately takes a collaborative approach to supplier engagement.

Strategic suppliers are visited regularly and actively involved in sustainability initiatives. During the reporting year, selected business partners also participated for the first time in stakeholder dialogue conducted as part of the double materiality assessment. This provided valuable additional perspectives from across the value chain and enabled collaborative discussion of challenges and the development of solutions.

To identify potential risks at an early stage, the Runden Group continuously strengthens its governance framework. A key priority for the coming years is the further development of reporting and whistleblowing mechanisms for both internal and external stakeholders.

The aim is to improve access to grievance mechanisms, further enhance transparency and provide workers throughout the value chain with accessible and confidential channels to raise concerns.

The Group continues to strengthen its systematic approach to assessing social aspects across the value chain, initially focusing on its most strategic suppliers and higher-risk sourcing categories.

Through regular audits, long-term partnerships, clear sustainability requirements and continuous dialogue, the Group aims to identify risks at an early stage, implement improvements collaboratively and strengthen responsible value chains.



European Partners:

When it comes to business partners, we focus on long-term partnerships and joint development.



ESRS G1

Business conduct

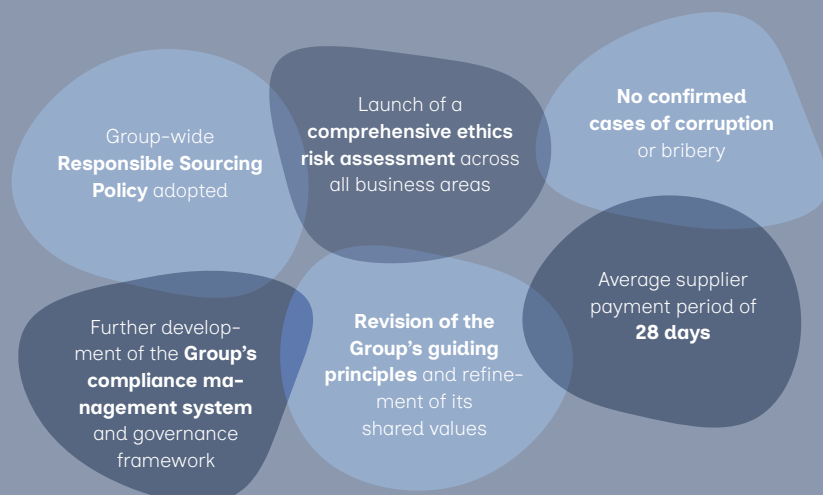
Good governance at the Runden Group means acting responsibly, operating transparently and embedding ethical principles consistently in decision-making, business processes and partnerships.

Beyond complying with legal requirements and managing risks, the Group views effective corporate governance as the foundation for

building long-term trust with employees, customers, suppliers, financial partners and other stakeholders.

Preventing corruption, bribery and conflicts of interest is a key priority across the Runden Group. The Chief Compliance Officer, together with the Group's management, oversees the continuous development of the Group's

KEY ACHIEVEMENTS IN 2025



compliance framework. This framework is supported by mandatory Codes of Conduct for employees and business partners, as well as regular training on compliance, anti-corruption, data protection and non-discrimination.

During the reporting year, the Group also launched a comprehensive ethics risk assessment, which will serve as the basis for a new group-wide Code of Ethics. Once implemented, it will provide employees with additional guidance on addressing ethical issues and navigating potential grey areas in their day-to-day work.

No confirmed cases of corruption or bribery were identified across the Group during the reporting year.

Dialogue with Policy-makers and Society

The Runden Group actively engages with policymakers, industry associations and other stakeholders to help shape discussions on the circular economy, responsible business conduct and regulatory developments. This engagement takes place transparently through established industry associations and initiatives.

These include:



Initiative Mehrweg

German foundation promoting reusable packaging systems based in Berlin



Reusable Packaging Europe based in Brussels



A nationwide network of companies, self-employed individuals, foundations and associations, based in Berlin



"Through our membership of Reusable Packaging Europe and the Stiftung Initiative Mehrweg, we have succeeded in raising the profile of reusable solutions at both European and national level."

"The PPWR in 2024 laid a solid foundation for promoting reuse, upon which we continued to build in 2025, particularly through our work on the national implementation of the PPWR and secondary legislation at EU level."

Ward Scheelen, Public Affairs Manager

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About this report

This report covers Runden Group GmbH & Co. KG, which is based in Damme. Runden Group has published this sustainability report to inform all its stakeholders about the latest developments and challenges relating to ESG. The information and data contained herein have been audited internally. This is a consolidated report covering the companies belonging to the Runden Group, with a particular focus on WBG Pooling, LHM Pooling, Rubetrans Logistics and PLANWORKS.

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