



**Runden<sup>es</sup>  
Group**

**the future is circular**

E S G U P D A T E 2 0 2 4

ENGLISH VERSION



“The Runden Group sees itself as the Home of Reuse and is committed to actively driving the transformation from a throwaway to a reuse-oriented society.”

**Lisa Runden**  
CEO, Head of  
Sustainability Management



In the 2024 reporting year, the Runden Group took important steps in its own transformation. Alongside the renovation and construction of fossil-free office sites and the continued electrification of the company fleet, we also sharpened our strategic foundation for future initiatives.

Building on the “R-strategies” of the circular economy, we set out our conviction in our newly published ESG mission statement, “Redefining Economics.”

Lisa Runden, CEO and Head of Sustainability Management, together with Saralena Gülker from the Sustainability Management team, share insights into a year of progress:

### What are you most proud of in the current reporting year?

**Lisa Runden:** I would hesitate to single out just one achievement, because—just

as within the interaction of our nine companies—it is the diversity of measures and goals that makes us strong. What makes me particularly happy, however, is the clearer strategic positioning of our Group. The Runden Group defines itself as the Home of Reuse and is committed to actively shaping the shift from a throwaway society to one based on reuse.

### Why does our economy and society need reuse

**Lisa Runden:** Waste is a design problem. More bins, landfills, or recycling plants will not solve the issue, because they do not address the root cause. Just because a product is “less harmful” to the environment does not mean it is good.

The goal must be to create something positive. Central reuse systems for packaging are a perfect example of how this can work. Business models must adapt accordingly: instead of selling products or ownership, we provide a service—covering provision, maintenance, and return. This approach has the power to fundamentally change our culture of consumption.



“Recyclable single-use products are a fallacy. Just because something is technically recyclable does not mean it is recycled in practice.”

**Saralena Gülker**  
Sustainability Management



### Isn't it rather ambitious to talk about changing societal behavior?

**Saralena Gülker:** On the contrary—it is absolutely necessary if we want to achieve lasting change. It can no longer be about damage control for the mistakes of past decades; it must be about fostering innovation.

Of course, the Runden Group cannot do this alone. It does so in close partnership with companies that use our systems and which thereby keep high-quality raw materials in circulation rather than generating waste. What is needed is not large-scale investment, but a mindset shift among all stakeholders.

Considering that planetary boundaries have already been crossed, we must acknowledge: recyclable single-use products are a fallacy.

The fact that something is recyclable does not mean it is actually recycled. Downcycling and incineration lead to resource scarcity—something we simply can no longer afford.

### What defines a true circular economy?

**Saralena Gülker:** Many people equate a recycling economy with a circular economy—but in reality, that is just a linear economy with downcycling. A true circular economy does not focus solely on the end of the product life cycle, but on the entire system—from design to use to return.

It is not about a reactive end-of-life approach, but a proactive design-to-loop approach. The difference becomes visible not only in material quality, but also in resource consumption and overall economic viability.

The conclusion is clear: there is only one meaningful direction for the future.

**the future is circular.**



The team behind sustainability reporting and ESG activities at the Runden Group.

## Pooling interdisciplinary expertise is essential for a successful circular transformation

By bringing together specialists from Controlling, Human Resources, Quality Management, Procurement, Energy Management, Sales, Public Affairs, Executive Management, and other commercial departments, we can collect and analyze data to continuously improve our processes and identify areas for optimization.

Only by joining forces across all areas can we strategically embed ESG topics,

continuously refine them, and above all ensure they become a firmly established part of our core business.

While the Sustainability Management department coordinates these activities at an overarching level, ESG issues are not handled in isolation. Instead, they are embedded and actively lived across all relevant departments through an interdisciplinary team approach.

# the future is circular

For us, **sustainability** means rethinking the economy: shifting from a linear to a **circular model** – from a throwaway society to one built on reuse.

Our **Why?** is therefore simple:

we want to make **circular business** the norm – together with our customers, business partners, and all those who join us on this journey.

# Runden<sup>®</sup> Group in Figures

12

sites

567

employees  
in Europe

96%

electrified  
vehicle fleet

42%

fossil-free existing  
buildings

84 Mio Euro

in revenue in 2024





# History

Over more than four decades, the Runden Group has stood for entrepreneurial foresight and responsible business conduct. Born from the bold entrepreneurial spirit of Bernhard Runden, the Group has grown into a circularly oriented enterprise — now led by the next generation, firmly convinced that economic growth can, and must, go hand in hand with respecting planetary boundaries.



In the 1980s, the Runden family laid the foundation for today's success with the

acquisition of the property in Damme. Today, it serves as a modern, fossil-free headquarters and the site of the "Home of Reuse" showroom.

The shape of the windows and the preserved brick facade in part of the building still recall its earlier function as the egg-packing facility of Waden & Runden oHG, where trucks were once loaded with fresh goods. At that time, Bernhard Runden was responsible for dispatch and transport.

From this position, he founded Rubetrans Transport GmbH, converting the site and expanding it with cooling cells, which enabled the transport of fresh food products. Today, the site stands as a symbol of the circular economy in practice and of resource-efficient construction, fully aligned with the goals of the EU Green Deal.

Growth with purpose followed: with the establishment of WBG Handels GmbH,

which from 2004 onward consistently focused on reusable transport packaging, more sustainable supply chains and waste reduction came to the forefront. In parallel, Rubetrans Logistics developed into a specialist for efficient logistics, expanded by a cross-docking warehouse for ultra-fresh food products.

The founding of the Bildungszentrum Dammer Berge and LHM Pooling did not only strengthen the existing models, but also society at large — through knowledge transfer and the creation of resilient jobs.

The generational transition in 2020 marked the formal launch of the Runden Group — a corporate structure designed to create synergies: with PLANWORKS, ecobyte, RPL Communication, and Biohof Losse, the needs of both the Group and the wider market are met.

As a family-run group, we place greater value on innovation and progress than



on tradition. Every step serves one goal: to create a world in which economic success and ecological responsibility are inseparably linked.

The Runden Group remains a pioneer — of the circular economy, fossil-free infrastructures, and (supra-)regional value chains.

## Early 80s

**Acquisition of the Damme property**  
Today's Runden Group Headquarters — renovated into a fossil-free building with the Home of Reuse Showroom

**1989**  
Founding of **WBG Handels GmbH**, today  
**WBG POOLING**

**1992**  
Founding of **Rubetrans Logistics** by Bernhard Runden



**2004**  
Restructuring of **WBG Pooling**  
Focus on reusable transport packaging

## 2007

Addition of a **cross-docking warehouse** for ultra-fresh food as part of Rubetrans Logistics' expansion

**2012**  
Founding **Bildungszentrum Dammer Berge**, today  
**TALENT CONNECT**

**2013**  
Founding  
**LHM POOLING**

**2020**  
Generational transition and founding of the  
**Runden Group**

**2021**  
Founding  
**PLANWORKS**

## 2024

Acquisition of **Biohof Losse** and opening of **PLANWORKS'** net-zero new building  
**BIOHOF LOSSE**

**2022**  
Founding **ecobyte** & **RPL Communication**  
**ecobyte** **RPL**

# Our Con- victions:



WBG Pooling and LHM Pooling take care of the entire process, including RTP, transport and cleaning, so that customers do not need to allocate any resources to their own logistics, warehousing or administration.

**More on this**  
in chapter  
ESRS E5.

## Reusable over Disposable

We see resources as valuable materials and aim to keep them in circulation for as long as possible, reintegrating them at the end of their life cycle. Providing **Packaging as a Service (Paas)** strongly supports this approach and offers our business partners lean, efficient processes across the supply chain.



**More on this**  
in chapters  
ESRS E1 and  
E2.

## A One Power Strategy

We have only one planet. That is why we will not stand on the sidelines in the debate on alternative drivetrains but have taken a clear position: we are committed to **electromobility**. We believe in its practicality for the logistics sector and continue to invest in this area, even though public infrastructure still has room for improvement.



**More on this**  
in chapter  
ESRS E1.

## Respecting the Existing Building Stock

Where resources have already been used, we do not simply discard them. Instead, we focus on renovating and transforming existing buildings into **net-zero emission properties**. Digital technologies help us monitor, control, and optimize resource use in a demand-driven and efficient way.



**More on this**  
in chapter  
ESRS G1.

## Stronger Together

We invest in the regions where we are based, supporting regional development and creating **opportunities for local communities**. At the same time, we actively engage in international industry associations to jointly advance the circular economy.



# Materiality

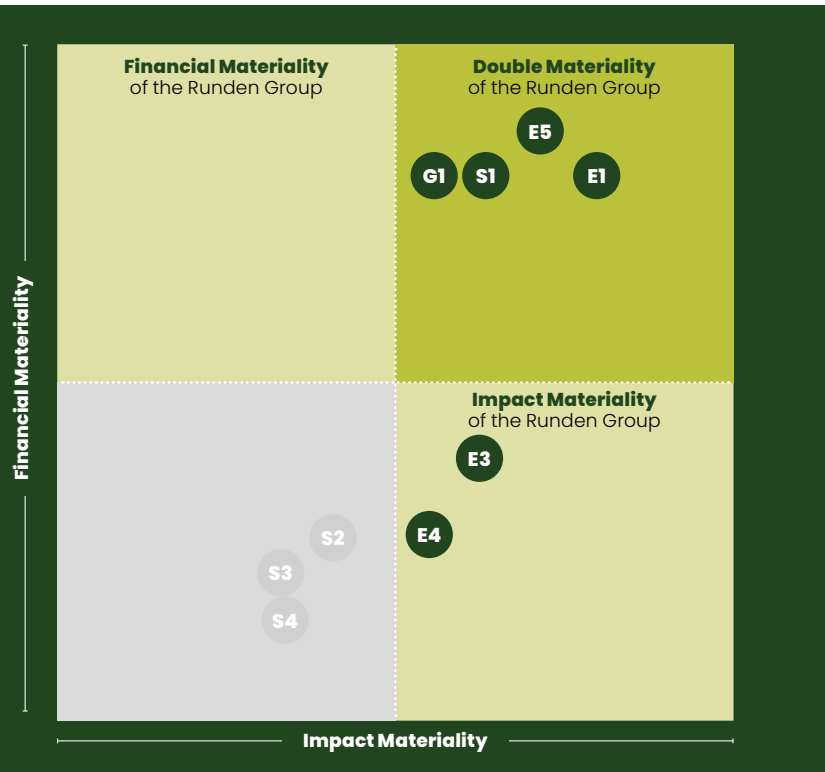
Since the previous reporting year, we have identified and assessed material impacts, risks, and opportunities in accordance with the principle of double materiality, which is a fundamental requirement under the ESRS. The concept of double materiality is central to the CSRD and requires companies to analyze two perspectives:

## 1. Impact Materiality

How does the company affect the environment and society?

## 2. Financial Materiality

How do sustainability matters affect the company's financial performance?



From the critical assessment and the context analysis, the following material focus topics have been identified for the 2024 reporting year:

ESRS	Topic	Sub-topic	Sub-Sub-topic
ESRS E1	Climate Change	<ul style="list-style-type: none"> <li>Climate change adaptation</li> <li>Climate change mitigation</li> <li>Energy</li> </ul>	-
ESRS E2	Pollution	Air pollution	-
ESRS E3	Water and marine resources	Water	<ul style="list-style-type: none"> <li>Water consumption</li> <li>Water withdrawal</li> </ul>
ESRS E4	Biodiversity and ecosystems	-	-
ESRS E5	Circular Economy	<ul style="list-style-type: none"> <li>Resource inflows</li> <li>Resource outflows</li> <li>Waste</li> </ul>	-
ESRS S1	Own workforce	Working conditions	<ul style="list-style-type: none"> <li>Secure employment</li> <li>Working time</li> <li>Adequate wages</li> <li>Social dialogue</li> <li>Freedom of association, the existence of work councils and the information, consultation, and participation rights of workers</li> <li>Collective bargaining, including the rate of the undertaking's workforce covered by collective agreements</li> <li>Work-Life-Balance</li> <li>Health and Safety</li> </ul>
ESRS G1	Business conduct	Corporate culture	-



**Compared to the previous reporting year, several changes can be noted.**

Within **ESRS E2** (Pollution), we identified air pollution as our most material leverage point, while water pollution was assessed as having only limited impact.

**ESRS E4** (Biodiversity and ecosystems) was streamlined in our double materiality analysis, since the Runden Group companies do not operate in sectors with significant influence on biodiversity, such as forestry, mining, fisheries, tourism, or the chemical and pharmaceutical industries.

The organic farm Biohof Losse does operate in agriculture, but it is not included in the scope of relevant entities for this reporting year, as it was newly established and consistently follows ecological practices that contribute positively to this topic.

We have consolidated these positive approaches under the overarching topic of Biodiversity and ecosystems, which includes, for example, the activities of PLANWORKS in the construction sector. PLANWORKS avoids fossil-based raw materials and applies circular economy principles across all activities in order to conserve resources.

In addition, this report provides a more detailed assessment of the state of biodiversity and species diversity in the regions where our companies are located. The topical standard **ESRS S2** (Workers in the value chain) has been excluded after critical review, as we are currently developing a system for monitoring our value chains. While not yet a legal requirement, this system will serve as a basis for future reporting.

For WBG Pooling products in particular, we can already rely on the highest standards in this area thanks to Cradle to Cradle certifications and re-certifications, which are independently verified and cover suppliers across Tiers 1 to 3.












# SDG Dashboard











Our annual update of the SDG Dashboard provides an overview of the milestones as well as the short- and long-term goals of the Runden Group.

## Tactical planning

Management approach	Target	Measures	Deadline	Status
<b>Energy-buildings</b> (ISO 14001 & ISO 50001) 	Reduce total final energy consumption of older existing buildings by 5%	<ul style="list-style-type: none"> <li>Energy retrofits in Damme and Steinfeld</li> <li>Employee training on energy saving</li> </ul>	31.12. 2025	 on track
	Reduce electricity consumption in truck workshop by 5%	<ul style="list-style-type: none"> <li>Use of energy-efficient lightning</li> <li>Optimize metering concept for mobile systems</li> </ul>	31.12. 2025	 on track
	Reduce final energy consumption per cleaned pallet at the service center „Nord West DE“ by 2,5%	<ul style="list-style-type: none"> <li>Test runs to reduce machine cleaning speed</li> </ul>	31.12. 2025	 on track
<b>Energy - Vehicle fleet</b> (ISO 14001 & ISO 50001) 	Reduce diesel consumption per 100 km by 2,5%	<ul style="list-style-type: none"> <li>Fleet electrification</li> <li>Driver safety /eco-training</li> </ul>	31.12. 2025	 in preparation
	Reduce LNG consumption per 100 km by 2.5%	<ul style="list-style-type: none"> <li>Fleet electrification</li> <li>Driver safety /eco-training</li> </ul>	31.12. 2025	 in preparation
	Increase transport capacity utilization and reduce empty kilometers	<ul style="list-style-type: none"> <li>Targeted from 2026: optimized route planning</li> </ul>	31.12. 2030	 in preparation
<b>Enviroment / Waste</b> (ISO 14001) 	Reduce paper consumption at Klünenberg 15, Damme site by 10%	<ul style="list-style-type: none"> <li>Process digitalization</li> </ul>	31.12. 2030	 in preparation
	Increase recycling rate by 5 percentage points	<ul style="list-style-type: none"> <li>Recording of additional waste streams</li> <li>Review and optimization of waste streams</li> <li>Employee training</li> </ul>	31.12. 2025	 in preparation

Management approach	Target	Measures	Deadline	Status
<b>Enviroment / Water</b> (ISO 14001) 	Reduce freshwater consumption per employee by 5%	<ul style="list-style-type: none"> <li>Installation of sensor fittings in sanitary facilities (e.g., Gewerbering during retrofit)</li> </ul>	31.12. 2025	 in preparation
	Reduce freshwater consumption at Service Center North-West DE by 2,5% per RTP	<ul style="list-style-type: none"> <li>Process optimization in cleaning</li> </ul>	31.12. 2025	 on track
<b>Occupational Safety</b> (ISO 45001) 	Reduce workplace accidents (≥1 lost workday) and resulting lost days by 30%	<ul style="list-style-type: none"> <li>Accident analysis</li> <li>Instructions</li> <li>Training courses in behaviour-based occupational health and safety</li> </ul>	31.12. 2025	 on track
	Reduction in days lost due to illness by 30%	<ul style="list-style-type: none"> <li>Safety instructions</li> <li>Behavioral safety training</li> </ul>	31.12. 2025	 on track
	Reduce the sickness rate in all entities below national average and achieve continuous reduction vs. previous year	Instruction, expansion of occupational health management (e.g. training by our company doctor; meeting-free Thursdays, etc.), new: vaccinations by our company doctor, training in behaviour-oriented occupational safety	31.12. 2025	 in preparation

## Strategic planning

Management approach	Target	Measures	Deadline	Status
<b>Energy-buildings</b> ISO 14001 & ISO 50001 	Reduction in grid electricity consumption	<ul style="list-style-type: none"> <li>Connection of commercial storage tanks to the main existing buildings</li> </ul>	31.12. 2030	 on track
<b>Energy-fleet</b> ISO 14001 & ISO 50001 	Reduction of emissions in the area of mobility and transport	<ul style="list-style-type: none"> <li>Electrification of the fleet</li> </ul>	31.12. 2033	 in preparation
<b>Enviroment - Water</b> ISO 14001 	Reduction in fresh water consumption at office locations	<ul style="list-style-type: none"> <li>Energy retrofits in Damme and Steinfeld</li> </ul>	31.12. 2030	 on track
<b>Enviroment - Water</b> ISO 14001 	Reduction in fresh water consumption for cleaning the RTP	<ul style="list-style-type: none"> <li>Use of rainwater for the first cleaning stage via cisterns</li> <li>Installation of water treatment technologies at Service Center</li> </ul>	31.12. 2030	 on track
<b>Enviroment - Waste</b> ISO 14001 	Resource savings in RTP at WBG Pooling	<ul style="list-style-type: none"> <li>Re-certification of Big Boxes</li> <li>Certification of foldable crates</li> <li>Certification of logistics pallets</li> </ul>	31.12. 2025	 on track

# Climate change



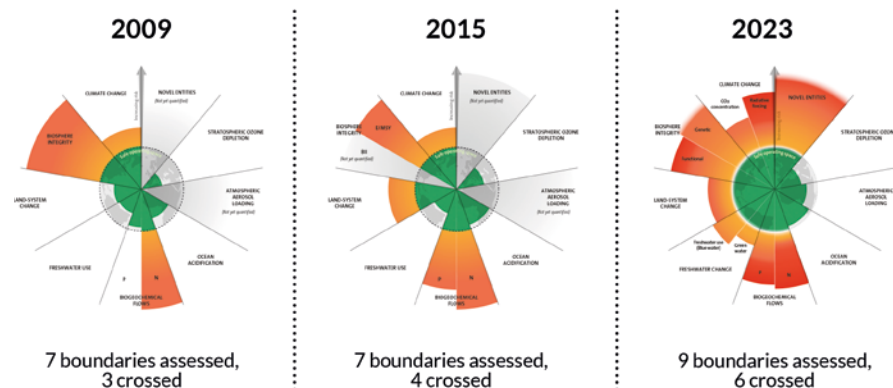
The concept of planetary boundaries was introduced in 2009 by an international group of scientists led by Johan Rockström and Will Steffen. It describes nine critical ecological processes that regulate the stability and resilience of the Earth system.

Once these boundaries are exceeded, irreversible environmental change threatens the very foundations of human life. The boundaries include, among others,

climate change, biodiversity loss, biogeochemical flows (nitrogen and phosphorus cycles), land-system change, and ozone depletion.

Since 2009, the situation has deteriorated significantly: six of the nine planetary boundaries have already been crossed and now lie outside the safe operating zone.

Azote for Stockholm Resilience Centre, based on analysis in Richardson et al 2023



The current state of these boundaries must therefore be regarded as highly critical.

Johan Rockström, co-founder of the planetary boundaries framework and Director of the Potsdam Institute for Climate Impact Research (PIK), calls for consequences in light of this status quo:

*"While a handful of profit-driven corporations continue to expand fossil fuel infrastructure, climate disasters strike hardest in regions that have contributed the least—disrupting the lives of millions and pushing us closer to uncontrollable tipping points. A global shift is not only urgent but essential—and it must begin with these key actors."*

Translated from German.  
Source: SPIEGEL Wissenschaft, 2025

He refers to a recent analysis by InfluenceMap showing that just 36 corporations worldwide are responsible for half of global CO<sub>2</sub> emissions.

InfluenceMap, 202

Global GHG emissions confirm this negative trend: between 2022 and 2023 they increased by 1.3% to 57.1 GtCO<sub>2</sub>e. The main drivers are energy, transportation, fuel production, and industrial processes.

UNEP, 2024

For the Runden Group, circular economy, energy efficiency, renewable energy, and the reduction of greenhouse gas emissions form the foundation of our business model.

In recent years, we have already achieved several milestones, including:

- The switch to green electricity in 2021 through the ongoing expansion of on-site photovoltaic systems and selective procurement of renewable power

- The introduction of the first Cradle to Cradle® certifications in 2022, which are being continuously extended to additional product groups
- The gradual expansion of the vehicle fleet with LNG and electric tractor units as well as electric passenger vehicles since 2022
- Renovations and new constructions of net-zero emission buildings since 2022
- A 30% energy saving at the energy-intensive service center site in Holdorf in 2023 through the use of an ecological cleaning agent

- The implementation of a comprehensive transformation concept from 2023 to 2024

This transformation concept forms the foundation for the Group's strategies, measures, and targets in the area of climate protection and thus represents a transition plan. Management, represented by Lisa Runden, has actively participated in and approved this concept.

The transition plan is necessary to align operations with the goals of the Paris Climate Agreement and help limit global warming to 1.5°C. Current publications simultaneously highlight that this limitation under the Paris Agreement is based on an optimistic scenario:

#### Likelihood of warming exceeding a specific temperature limit (in %)

Scenarios	1.5° C	2° C	3° C
Current policies continuing	100% (85-100%)	97% (28-100%)	37% (1-80%)
Unconditional NDCs continuing	100% (86-100%)	94% (28-100%)	22% (1-75%)
Conditional NDCs continuing	100% (77-100%)	79% (19-100%)	10% (0-69%)
Conditional NDCs + all net-zero pledges	77% (64-97%)	20% (64-97%)	0% (0-6%)

Only with binding national climate protection contributions (NDCs) and a consistent net-zero strategy can the 1.5°C target be met.

UNEP, 2023

## Energy Consumption and Mix

The total energy consumption of the Runden Group decreased by 1,309 MWh in the reporting year, corresponding to a reduction of 3.88%.

Energy source (in MWh)	2022	2023	2024	Δ 2023 - 2024
Electricity	1.406	1.343	1.479	136
Natural Gas	2.126	1.504	910	594
Heating Oil	404	301	238	63
Diesel	19.572	17.365	16.621	744
LNG	11.034	13.244	13.200	44
Gasoline	-	7	7	0
Total	34.542	33.764	32.455	1.309

#### The reduction was primarily driven by three factors:

1. The electrification of company vehicles, i.e. the substitution of diesel passenger cars, which increased electricity consumption by approx. 11% but resulted in diesel savings of 131 MWh.
 

Within the energy mix, diesel and LNG account for the largest shares at over 50% and 40% respectively. According to Section H of Regulation (EC) No. 1893/2006, the business model of Rubetrans Logistics falls into the category of climate-intensive sectors.
2. Energy-efficient retrofits at various sites, which reduced natural gas and electricity consumption.
 

LNG has been gradually integrated into the truck fleet since 2020. In the reporting year, consumption amounted to 1,034,180.27 kg, higher than the 938,943.47 kg recorded in the previous year.
3. The adjustment of the cleaning process at WBG Pooling's service center, which reduced natural gas consumption by lowering cleaning temperatures ESRS E3, S. 29
 

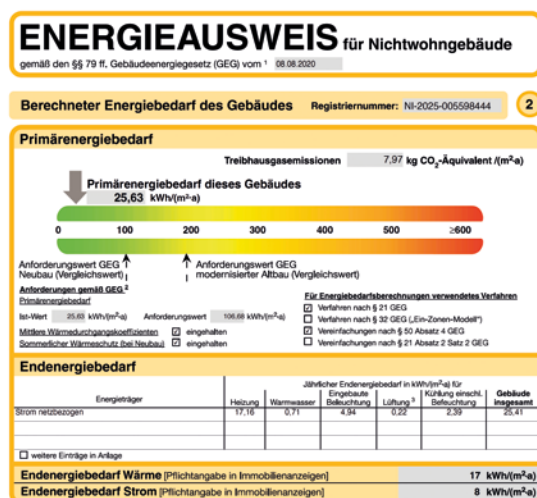
At the same time, the share of bio-LNG was significantly increased—from 27% to 73.79%. As a result, emissions per vehicle were reduced by 2.77%.



For the reporting year, the freight business recorded an energy intensity of 1.14 kWh per € revenue.

This key performance indicator was calculated for the first time as part of the Runden Group's sustainability reporting and will serve as a reference point for future energy efficiency assessments in this carbon-intensive sector.

Looking ahead, the share of electricity is expected to increase further, as the medium-term goal is to phase out fossil fuels entirely and to electrify the heavy-duty vehicle segment. With the retrofitting of additional sites and the installation of further heat pumps, natural gas consumption will continue to decline, while electricity demand in buildings is set to rise. The new PLANWORKS building, opened in 2024, requires only 25.63 kWh/(m²·a) according to its Energy Performance Certificate, equivalent to 7.97 kg CO<sub>2</sub>e/(m²·a), and therefore has almost no impact on our GHG balance under EI-6.



For comparison, the requirement under the Building Energy Act (GEG) is approximately 106 kWh/(m²·a), while modernized older buildings are just under 200 kWh/(m²·a).

The energy demand of retrofitted buildings is also well below these thresholds. In the reporting year, our existing photovoltaic systems generated 1,147.28 MWh of electricity for building operations and fleet charging infrastructure, thereby avoiding 791.62 tCO<sub>2</sub>e, based on the Net Avoidance Factor.

## Gross Scopes 1, 2, 3 and Total GHG Emissions

The greenhouse gas (GHG) inventory is a central instrument to capture the environmental impacts of the Group and to derive measures for emission reduction.

Each year, we analyze the development of CO<sub>2</sub> equivalents (CO<sub>2</sub>e) across Scopes 1, 2, and 3 in line with the Greenhouse Gas (GHG) Protocol.

## Total calculated CO<sub>2</sub>e emissions in t/a (location-based)

	2022	2023	2024	Δ 2023 - 2024
<b>Scope 1</b>	<b>8.074,9</b>	<b>7.473,5</b>	<b>7.083,8</b>	<b>389,7</b>
1.1 Direct emissions from stationary combustion	550,4	420,9	271,0	149,9
1.2 Direct emissions from mobile combustion	7.377,1	6.400,5	5.208,5	1.192,0
1.2.1 Direct biogenic emissions		492,1	1.435,1	943,0
1.3 Direct process emissions			0,0	0,0
1.4 Direct fugitive emissions	147,4	160,0	169,2	9,2
<b>Scope 2</b>	<b>593,1</b>	<b>517,2</b>	<b>546,3</b>	<b>29,1</b>
2.1 Indirect emissions from purchased electricity	593,1	517,2	546,3	29,1
<b>Scope 3</b>	<b>39.837,4</b>	<b>25.935,9</b>	<b>29.775,7</b>	<b>3.839,8</b>
3.1 Purchased goods and services	10.758,8	4.108,1	2.347,0	1.761,0
3.2 Capital goods	7.815,2	8.086,3	11.363,4	3.277,1
3.3 Fuel- and energy-related activities	2.317,2	2.014,7	1.604,8	409,9
3.3.1 Biogenic fuel- and energy-related emissions		173,9	507,2	333,3
3.4 Upstream transport and distribution	18.542,9	10.959,0	13.253,2	2.294,1
3.5 Waste	46,2	209,2	220,6	11,3
3.6 Business travel	1,4	9,7	15,6	5,8
3.7 Employee commuting	355,7	374,9	464,0	89,1
<b>Total</b>	<b>48.505,3</b>	<b>33.926,5</b>	<b>37.405,8</b>	<b>3.479,3</b>

It should first be noted that total emissions rose from 33,921.4 t CO<sub>2</sub>e in the previous year to 37,405.8 t CO<sub>2</sub>e in the reporting year—an increase of 10.27%.

This increase is attributable, on the one hand, to the adjustment of the calculation methodology within Scope 3 and, on the other hand, to higher and more

extensive investments compared with the previous year. In the area of capital goods, significantly more values were recorded, particularly for building retrofits, the continued electrification of the vehicle fleet, and the expansion of charging infrastructure.

### Scope 1: Direct emissions

Scope 1 covers emissions from the Group's own sources, including stationary and mobile combustion as well as fugitive emissions. In this category, emissions were reduced by 5.2% CO<sub>2</sub>e. Mobile combustion was a key driver, as the share of bio-LNG was increased and the data collection method for refrigerated trailers was changed from estimates to actual measurement. In addition, replacing the cleaning agent at the WBG Pooling service center allowed for lower cleaning temperatures, thereby reducing emissions from stationary combustion.

### Scope 2: Indirect emissions from purchased electricity

Electricity consumption – and the resulting CO<sub>2</sub> equivalents – increased by 5.6% in the reporting year. This was primarily due to the completion and initial use of the new PLANWORKS building and the first full-year operation of the ecobyte site, both of which expanded the consolidation perimeter. Another contributing factor was the electrification of the vehicle fleet, which shifted energy use from fossil fuels to electricity.

### Scope 3: Indirect emissions from the value chain

Scope 3 generally accounts for the majority of companies' GHG accounting. The increase in this reporting year can be attributed to the change in the calculation basis, high investments and the growth of the group of companies.

The purchased transport services from Rubetrans Logistics were still accounted for in Scope 3.1 last year and are now recorded under 3.4 within upstream transport.

In the last reporting year, we were only able to account for RTP under capital goods on a monetary basis using euro values, whereas from this year onwards, a weight-based accounting method has been used. Here, we also recorded a higher purchasing volume in the reporting year than in the previous year. Capital goods such as real estate, vehicles and machinery continue to be accounted for using euro values.

Within the upstream transportation and distribution, both the purchased transport services of Rubetrans Logistics and the increased numbers of tours operated by WBG Pooling and LHM Pooling contributed to higher emissions.

We also recorded an increase in emissions within employee mobility, as the group of companies has grown and, as a result, the distances travelled within employee mobility have also increased.

Overall, it can be said that we emitted approximately 23% less than in the first reporting year of 2022, although emissions rose slightly compared to the previous year due to the issues mentioned above.

The capitalised investments in capital goods are essential for the



Runden Group's strategic focus on the electrification of its vehicle fleet and save more emissions in the long term than The investments reported within capital goods are essential for the Runden Group in terms of the strategic orientation of the electrification of the vehicle fleet and will save more emissions in the long term than they cause in a single year.

We see an additional lever for reducing emissions in the reduction of direct emissions (e.g. through the electrification of the vehicle fleet) and indirect emissions from purchased electricity. By establishing our own charging infrastructure and increasing the self-sufficiency of our buildings, we aim to minimise the need for external electricity procurement and thus avoid further CO<sub>2</sub> emissions.

# Pollution



For our entities, the priority is to reduce negative impacts related to air, water, and soil pollution, including both prevention and mitigation.

We pursue several approaches that are also embedded in our overarching ESG strategy. A major leverage point lies in the gradual electrification of our fleet: while this process is nearly complete in the passenger car segment, it is also advancing in the commercial vehicle sector. This measure continuously improves air quality and thus contributes to reducing air pollution.

According to a 2024 publication by the German Environment Agency (Umweltbundesamt), electric mobility holds significant potential for reducing greenhouse gas emissions. The report – Analyse der Um-

weltbilanz von Kraftfahrzeugen mit alternativen Antrieben oder Kraftstoffen auf dem Weg zu einem treibhausgasneutralen Verkehr (Analysis of the environmental performance of vehicles with alternative drives or fuels on the path to greenhouse gas neutrality) – provides a schematic assessment of passenger cars and trucks from model years 2020, 2030, and 2050.

**The findings show that, in addition to substantial GHG reductions, long-term impacts on acidification and particulate matter pollution are also positive.**

In the short term (model year 2020), battery-electric vehicles (BEVs) show disadvantages in impact categories such



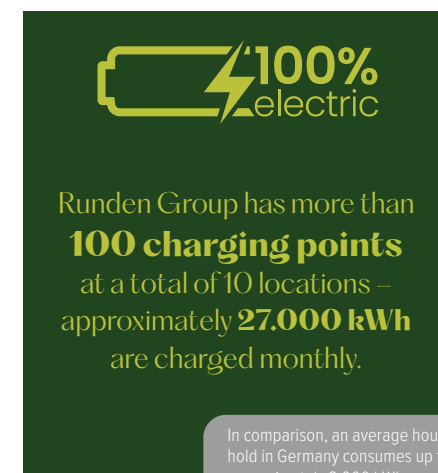
as aquatic eutrophication, primarily due to the share of coal power in the German electricity mix. These impacts decrease significantly by 2030 and disappear entirely by 2050: at that point, BEVs have advantages over all other technologies across all relevant impact categories, including acidification and particulate matter pollution. Their overall environmental impact is then reduced to only one-third of that of a gasoline-powered car.

For heavy-duty trucks with traction batteries, a clearly lower greenhouse gas potential can already be observed in the medium term. However, the disadvantages in aquatic eutrophication due to the large battery can only be offset from model year 2050 onwards, once global defossilisation has progressed as assumed in the study scenario.

The conclusion is clear: battery-electric vehicles (both passenger cars and trucks) consistently prove to be the superior solution in terms of greenhouse gas potential as well as cumulative energy and resource demand. Aquatic eutrophication remains a challenge until global defossilisation is completed, highlighting

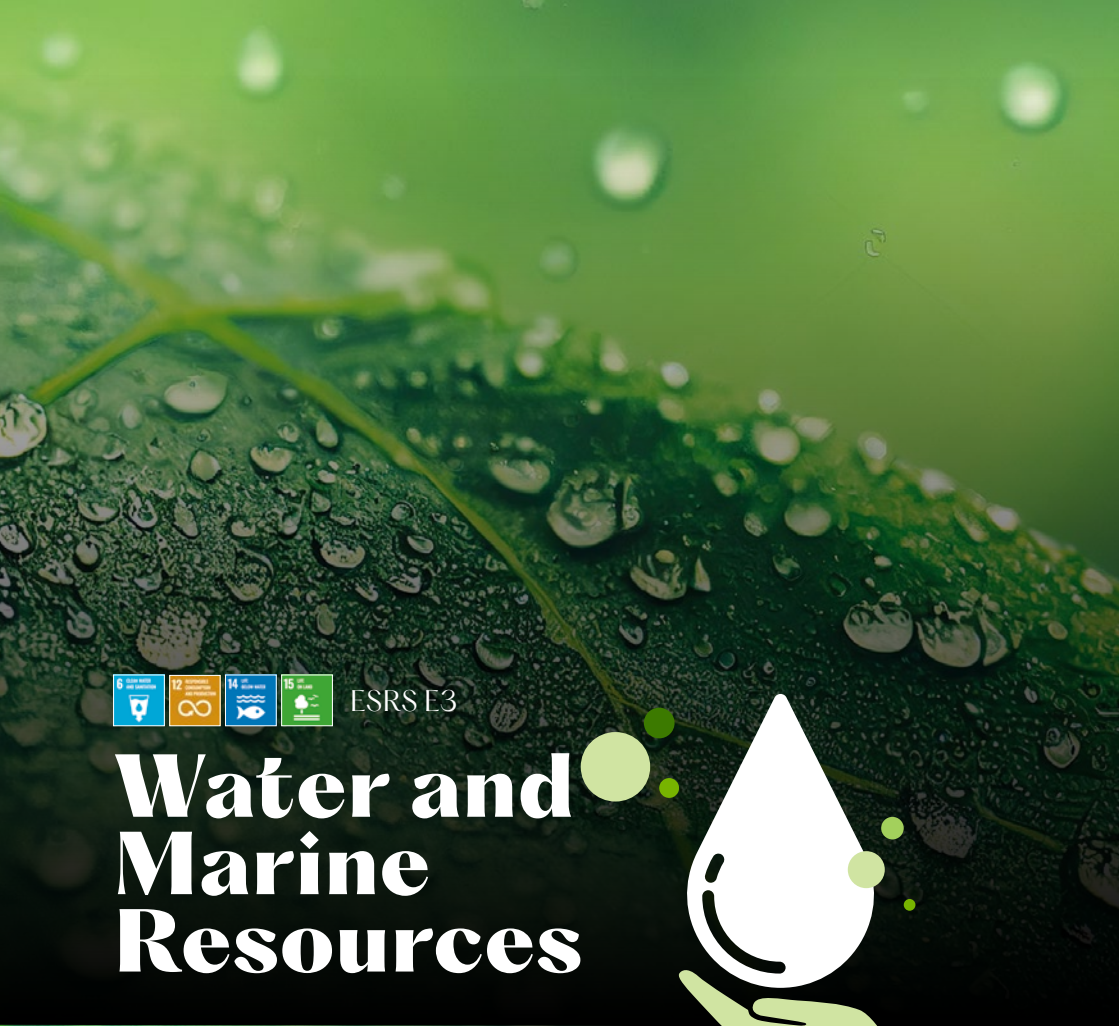
the interdependencies between impact categories. While the greenhouse gas potential per vehicle kilometre decreases by an average of 96% compared to model year 2020, acidification and particulate matter pollution are reduced by only 40–60%. Nevertheless, BEVs remain superior to other drivetrains, which is why electrifying the fleet is the only viable way to achieve long-term positive impacts at scale. Umweltbundesamt, 2024

In 2024, we consumed 48,088.91 liters less diesel. To put this into perspective: one liter of diesel contains about 9.8 kWh of energy—meaning that 48,088.91 liters are equivalent to roughly 471,271 kWh. With the amount of diesel saved, one could theoretically power a single-family home with electricity for 47 years or drive an electric car for around 3.5 million kilometers.



In comparison, an average household in Germany consumes up to approximately 3,000 kWh per year.





ESRS E3

# Water and Marine Resources



The primary source of water consumption is the cleaning of reusable transport packaging.

Since 2023, however, we have gradually reduced this figure—mainly due to the introduction of a new ecological cleaning agent.

**By switching from a conventional product to FerSol®, we achieved savings on multiple levels.**

In this way, we save cleaning agents, water, and energy.

Through further fine-tuning of the cleaning machines, we achieved an additional **19% reduction** in water use.

Low-temperature cleaning also delivers substantial savings in fossil resources—specifically, **57% less gas** and **20% less oil** per month.

In addition, FerSol enables ecological water treatment within a sustainable industrial cycle and is aligned with the United Nations' 2020 Chemicals Goal.

**For the reporting year, we also recorded a 43.52% reduction in cleaning agent consumption, achieved primarily by reducing the variety of cleaning products used.**

**Total water consumption for the entire Runden Group was reduced by 25.3% compared to the previous year.**

## Water consumption per reusable transport packaging

	Containers	Pallets	Boxes
Ø Water consumption per unit 2024	1.689 litres	11.287 litres	54.569 litres
Ø Cleaning agent per unit 2024	1,5 gram	10,3 gram	49,1 gram

## Our long-term goal:

**The use of rainwater for the first cleaning stage of reusable transport packaging, thereby reducing freshwater consumption.**





ESRS E4

# Biodiversity and Ecosystems



Every 10 minutes, one species becomes extinct worldwide. Since the 15th century, 680 vertebrate species have disappeared—and today an estimated 150 species die out each day due to human-induced environmental impacts. NABU e.V., 2025

Ultimately, the diversity of life on Earth forms the foundation of healthy ecosystems. These provide clean air, fresh water, fertile soils, and robust climate regulation.

The business activities of the Runden Group have no material impact on biodiversity, although certain initiatives in this area do exist:

1



## Reforestation of company-owned forests

The Runden Group manages approximately 18 hectares of mixed woodland in Damme, which is being reforested with climate-resilient tree species. By planting new trees and sustainably managing existing forest areas, the Group promotes local biodiversity and contributes to long-term carbon storage.

2



## Naturland-certified flowering and orchard meadows

In Damme and Vechta, these areas provide habitats for insects, native wildlife, and birds—actively contributing to the fight against species extinction.



Since 2024, Biohof Losse has officially been part of the Runden Group. The organic farm, located in the Altmark region of Saxony-Anhalt, cultivates around 100 hectares of land, producing grain, legumes, sunflowers, and maize in EU organic quality for the food and animal feed industries. **All products are also certified by Naturland.**

This contributes to biodiversity in several ways: by avoiding synthetic pesticides, the farm protects beneficial organisms and supports insect and bird diversity.

Organic fertilizers and compost improve soil fauna and flora, enhance soil fertility and plant growth, and reduce the risk of water pollution by limiting harmful runoff into rivers and lakes. In addition, the farm includes around 40 hectares of sustainably managed forest.

3



## Pollinator-friendly plantings at company sites

At all company-owned locations, entrances and parking areas are landscaped with insect-friendly and native plant species. This is intended to gradually enhance the ecological value of our properties and support the connectivity of local habitats.





ESRS E5

# Resource Use and Circular Economy

**In a linear economy, resource consumption increases in parallel with economic growth. By contrast, the core idea of the circular economy is to decouple economic growth from the consumption of primary resources (raw materials, fuels, and biomaterials). Production requires significantly fewer primary raw materials, thereby conserving natural resources.**

Deloitte & BDI, 2023

The following **R-principles** are applied through **WBG POOLING** and **LHM POOLING**

## Rethink

Intensified use of reusable transport packaging (RTP) within a rental and Packaging-as-a-Service model.

## Reuse

RTP can be reused at least 100 times.  
Fraunhofer UMSICHT, 2022

## Repair

RTP can be repaired multiple times.

## Refurbish

Through cleaning, RTP meets the highest quality standards, including those required in the food industry.

## Recycle

The Closed Pooling Loop System\* and Cradle to Cradle\*\*\* certifications ensure that no downcycling occurs and that raw materials are neither landfilled nor incinerated.

## Refuse

RTP can substitute single-use solutions while reducing both waste and energy demand.

## Reduce

Through closed material cycles, RTP can be recycled at the end of their lifecycle and processed into equivalent products—leading to additional savings in virgin materials.



\* A system in which products are taken back at the end of their life cycle, processed and reused – without any loss of quality.

\*\*A design concept that plans products from the outset in such a way that all materials can be reused indefinitely.



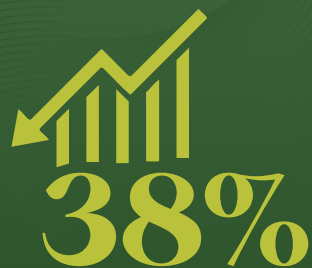
# Key facts

in the reporting year



cradle to cradle

**Cradle to Cradle® Certification**  
of the WBG-Pooling-Foldable-Crate  
product family



**reduction in  
hazardous waste**



**Implementation of the repair  
process for foldable crates –**  
enabling the replacement of  
individual modules



**increase in  
recycled waste**

**WBG Pooling products  
are primarily made  
from HDPE and PP.**

Both materials retain their properties even after multiple recycling cycles and are predominantly reused within closed loops—ensuring resources are continuously reintroduced without losses.

Corrugated cardboard can also be recycled, but due to fiber shortening it loses quality with each cycle. In addition, the energy required for drying and processing is often higher than for plastic recycling.

GVM & NABU, 2022

Since HDPE and PP also provide better protection against moisture, oxygen, and spoilage—key factors particularly in the food industry—RTP helps reducing food waste and minimize the use of single-use packaging with additional aluminum coatings, which further complicate recycling.

Fraunhofer IML, 2013

The associated emissions from purchased RTP are included in our GHG accounting under ESRS E1.

For LHM Pooling, the Euro pallet represented the largest reference value in 2024. Strategically, we adhere exclusively to the prescribed EPAL standard, meaning that all pallets are licensed across classes and meet the required criteria.

The pallets are made from untreated softwood—mainly pine or spruce—and are only heat-treated, ensuring that no chemicals are used in production. Like plastic RTP, this type of pallet is highly durable and, according to the manufacturer, can be used for up to 10 years, with repairs carried out in between.

EPAL, 2025

Defective load carriers are sent to certified repairers to ensure compliance with all prescribed guidelines.

# Quo Vadis?

## Environment

**Six out of nine planetary boundaries**  
have already been exceeded

**36 corporations** worldwide are  
responsible for half of global CO<sub>2</sub> emissions

**Every 10 minutes**  
one species becomes extinct

**68%** of all transport packaging in Germany consists of  
single-use solutions made of paper, cardboard, or carton



# Milestones

of the **Runden Group**

Commissioning of the **first electric tractor-trailer**  
and **electric refrigerated semi-trailer**

Investment in **12 additional electric refrigerated semi-trailers**

**Order of further electric tractor units**  
with delivery scheduled for 2025

Completion of the **second construction phase of the**  
**Runden Group headquarters renovation**

Electrification of the **passenger car fleet advanced to 96%**

Opening of PLANWORKS' **fossil-free new building**

Transition to a **biodegradable and energy-efficient cleaning agent** for RTP

**Cradle to Cradle® certification** of WBG Pooling folding crates

**60% of Runden Group's revenue generated through circular products**

**Expansion of charging infrastructure** and implementation  
of hyperchargers at three sites







The Triple Bottom Line describes the three-pillar model of sustainable development. It encompasses the economic, environmental, and social dimensions of sustainability and is based on the principle that sustainable development can only be achieved if these three objectives are pursued simultaneously and on an equal footing.

Freiberg/Bruckner, 2024



ESRS S1

## Own workforce

**Social sustainability refers to intra-societal relationships, including the safeguarding of basic needs, respect for human dignity, and the ability of each individual to freely develop their personality.**

As a family-owned business, the Runden Group is committed to setting an example and providing secure, high-quality employment. Human resources policies are guided by the needs of employees and take their expectations into account. Several channels are available for participation and feedback:

**Several channels are available for participation and feedback:**



**Anonymous online surveys**, accessible at any time



**Annual feedback meetings** with the respective manager



An **idea box** for process improvements and further suggestions

Personnel policy is also grounded in the principles of key international conventions, in particular the UN Guiding Principles on Business and Human Rights, the core labour standards of the International Labour Organization (ILO), and the OECD Guidelines for Multinational Enterprises.



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including  
**567** employees  
↑ 22,2%\*

**159** women  
↑ 6,81%\*

**505**  
full-time equivalents

Proportion of people under 30 years of age: **30,51%** ↑ +1,69%

Proportion of 30-50 year olds: **51,85%** ↓ -1,59%

Proportion of people over 50: **17,64%** ↑ +0,10%

**6**  
People returning from  
parental leave

## Achievements in the reporting year 2024

**January**

**39% reduction in workplace accidents\***  
through the implementation of ISO 45001

**March**

Introduction of **gender-inclusive language**  
in corporate communications

**May**

**Social internships** for trainees in  
cooperation with Andreaswerk

**July**

**Two additional vacation  
days** for all employees

**September**

Implementation of an  
**occupational disability  
insurance scheme**

**November**

Introduction of **target agreements**  
enabling a fair and transparent bonus system

**December**

New benefit: **private EV charging at company  
sites** at lower rates than public charging stations



## DIVERSITY

Within the Runden Group, diversity is seen as a strength—both for strategic direction and daily operations.

Differences in age, ethnicity, gender, and professional background provide a wide range of perspectives across all business areas. These perspectives inform decision-making and shape the corporate culture as a whole.

To foster diversity, the Group regularly hosts cross-company events that bring together colleagues from Oldenburger

Münsterland and other EU countries in an informal setting.

Looking ahead, a Diversity Management Team will be established in the next reporting year to further drive initiatives in this area.

To actively reduce language barriers, all employees are offered access to a range of language courses.

## EQUITY

Through Group-wide employee guidelines, the Runden Group establishes common standards across all entities and ensures equal treatment.

Uniform regulations are already in place for (special) leave, sick days, overtime, mobile working, and employee benefits. In the reporting year, the following areas were also harmonized and made more equitable:

- Target and bonus agreements
- Gender-inclusive language
- Mandatory communication and leadership training



## INCLUSION

Employees with disabilities make up 3% of the workforce at the Runden Group.

Inclusion means raising awareness among all employees, beginning early with young professionals and trainees.

In the reporting year, all trainees completed a social internship for the first time, regardless of their field of training.

As a strategic partner, the Group cooperated with Andreaswerk, a local organization, enabling trainees to expand their social skills by gaining direct experience in an inclusive work environment.



## BELONGING

The Runden family is present and approachable for all employees in their day-to-day work. This spirit of accessibility is also intended to be reflected within the workforce.

To strengthen employees' sense of belonging to the Group, regular team events are organized. In addition to the traditional Christmas party, these include sports tournaments, a monthly after-work series, joint tree-planting and apple-harvesting activities, as well as department-level gatherings. Regardless of size or format, what matters is that participation remains voluntary and fosters a genuine sense of well-being. At the various sites, ample social spaces are provided to encourage interaction with colleagues during breaks or between shifts.

Since the adoption of a shared mission statement in 2022, considerable effort has gone into transparently communicating the Group's vision and mission. The aim is to ensure that employees retain a clear understanding of what the Runden Group stands for—and recognize that they are an integral part of it. Internal networks, such as the emerging Diversity Management Team, further strengthen connectedness and participatory decision-making.

A sense of belonging is also reinforced through individual development opportunities such as training and language courses, as well as flexible and fair working conditions that include health and well-being benefits.





## New from 2025

**Starting in the next reporting year, an additional mandatory training program will be introduced for all trainees.**

In internal workshops, they will become ambassadors for sustainable action and engage hands-on with the United Nations Sustainable Development Goals (SDGs).

To this end, Marvin Muche (Quality Management) and Saralena Gülker (Sustainability Management) have been trained by BAUM e.V.—the organization that initiated the SDG Scouts® concept—as certified trainers.

In this role, they will guide trainees in developing their own sustainability projects within the respective Group entities—ranging from resource conservation in everyday work to social initiatives and innovation projects.

Subsequently, the trainees will act as multipliers, helping to raise awareness of ESG topics and advance them within the individual entities.



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# Quo Vadis?

## Social

Only 31.7% of leadership positions  
**are held by women**

The gender pay gap in Germany has remained  
**at around 18% for years**

**43% of German companies report a  
shortage of skilled workers**

– while only 1% of working time is invested in further training



# Milestones of the Runden Group

**Increase** in the proportion of women

Organisation of the  
**first group-wide health days**

The gender pay gap at the Runden Group  
**is currently 9,2%**

First-time award of the  
**IHK Top Training Seal**



# corporate policy



## How do we want to define business success?

**This question lies at the core of our sustainability mission statement.**

We consciously distance ourselves from the conventional understanding of economic success prevalent over past decades: Short-term milestones and rapid revenue growth at the expense of our ecosystems are not what makes us resilient and future-proof.

Therefore, we always evaluate strategic decisions from a holistic perspective:

### What is the True Cost?

How can we minimize impacts on the environment and society while remaining economically successful? The answers always lie in a long-term view.

Sustainable business practices are the cornerstone of the Runden Group. All nine subsidiaries within the Group are fundamentally aligned with the EU Green Deal.

The integration of economic, ecological, and social aspects is not something to be newly implemented, but has been an inherent part of the Group from the beginning. It is actively embraced by the Runden family in its second generation and by our employees. Sustainability means a fundamental shift from a linear to a circular economy — transforming a throwaway society into one of reuse.

**Our “why” is clear: we want to make circular economy the norm—together with our customers, business partners, and collaborators.**

In line with SDG 17, „Partnerships for the Goals,“ we are convinced that such profound transformation processes can only be successful if we work together, and that the Runden Group can act as a catalyst and implementing body. This however requires partnerships within the upstream and downstream supply chains to be able to operate in a more resource-efficient manner; because:

**A circular system in a linear environment is still not a fully-fledged circular economy.** This is supported by various EU legislation and associated climate targets.

Throughout 2024, the Runden Group continued to build on the initiatives launched in the previous year and deepened its engagement with the relevant EU legislative landscape.

In summary: Packaging, waste, transport, and buildings remain core focus areas for the Group’s strategic positioning at the EU level.

As previously outlined, the Runden Group’s strategic planning is closely aligned with regulatory developments, ensuring that future targets and transformation processes are proactively considered and incorporated into business decisions from the outset.





The area of EU policy and legislation is actively managed by our Public Affairs Manager, Ward Scheelen, based in Brussels.

Public Affairs Manager:

**Ward Scheelen**

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In the reporting year 2024, the primary focus within the identified policy fields was on packaging. The adoption of the Packaging and Packaging Waste Regulation (PPWR) by the European Parliament in April 2024, followed by its formal approval by Council of the EU in December 2024, allowed the Group to begin preparing for the upcoming legal framework – insofar as this is currently

possible, given the pending adoption of secondary EU legislation.

The PPWR introduces new binding targets concerning reusability, recyclability, and the use of recycled content in (transport) packaging.

With its subsidiaries WBG Pooling and LHM Pooling, the Group is well-positioned to support the transition of logistics supply chains toward reusable transport packaging solutions, in line with the requirements of the PPWR. The regulation officially entered into force in February 2025.

In addition to the final adoption of the PPWR, the year 2024 also marked the beginning of the new European Commission under the continued leadership

of Ursula von der Leyen, taking office in December 2024.

While the previous 2019–2024 mandate focused almost exclusively on the EU's path to climate neutrality by 2050 – driven by the European Green Deal and the Fit-for-55 package – it is now becoming clear that the 2024–2029 mandate will place greater emphasis on supporting the competitiveness of European industry.

With the publication of the EU Competitiveness Compass and the Clean Industrial Deal in early 2025, the European Commission has signalled its intention to ensure that the EU remains competitive while pursuing its climate goals – by providing industry with clear and supportive incentives for decarbonization.

As a diversified business group offering circular, sustainable services that are fully aligned with the EU's long-term climate objectives, we look forward to seeing how upcoming EU policies will support scaling companies in strengthening their regional, national and European competitiveness – in 2025 and beyond.





# Quo Vadis?

## Governance

**Only 26% of German SMEs have defined clear KPIs in the field of sustainability**

Hasso-Plattner-Institut, 2024

**68% of compliance violations**

in Europe relate to corruption or cartel formation

Transparency International, 2024

Climate risks are already causing

**global economic damage today.**



# Milestones

of the **Runden Group**

Development of the first holistic  
**sustainability strategy**

Establishment of the department  
**Sustainability Management**

Establishment of the department  
**Public Affairs EU** with a branch office in Brussels

**Zero compliance incidents**

Strategic decision to **discontinue the procurement of new diesel and LNG trucks** for ongoing operations



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### List of abbreviations

- BNW – Bundesverband Nachhaltige Wirtschaft  
C2C – Cradle to Cradle®  
CO<sub>2</sub>e – CO<sub>2</sub>-Äquivalent  
CSRD – Corporate Sustainability Reporting Directive  
DCE – Digital Circular Economy  
DNK – Deutscher Nachhaltigkeitskodex  
DUH – Deutsche Umwelthilfe  
EAP – Employee Assisted Program  
ESG – Environmental Social Governance  
ESRS – European Sustainability Reporting Standards  
ILO – Internationale Arbeitsorganisation  
IPCC – Intergovernmental Panel on Climate Change  
OECD – Organisation für wirtschaftliche Zusammenarbeit und Entwicklung  
NDC – nationally determined contributions /national festgelegte Beiträge  
PPWR – Packaging & Packaging Waste Directive  
RPE – Reusable Packaging Europe  
RTP – Reusable Transport Packaging  
SDG – Sustainable Development Goals  
SIM – Stiftung Initiative Mehrweg  
SSP – Shared Socioeconomic Pathways  
THG – Treibhausgase  
WEF – World Economic Forum

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### About the report

This report covers Runden Group GmbH & Co. KG, based in Damme. The Runden Group has published this sustainability report to inform all its stakeholders about new developments and challenges relating to ESG. The information and data contained herein have been reviewed internally.

This is a consolidated report of the companies belonging to the Runden Group, with a significant focus on WBG Pooling, LHM Pooling, Rubetrans Logistics and PLANWORKS.

### Disclaimer

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## the future is circular – and it starts now

Every decision and every product is an opportunity to close the loop and bring responsible business to life.

We would like to thank our partners, customers and employees who are joining us on this journey. Because only together can we turn the holistic circular economy from a vision into a reality.

Let us continue to build bridges, protect resources, drive innovation and question existing processes. Economic activities as we have known them can be changed in the short term.

Physical realities cannot. Climate change cannot wait; it continues to advance.

**That is why we must act today  
– for future generations.**

