

**2024** ***Environment  
Social  
Governance***

## Why a separate report?

As part of the GEODIS Group, we are included in the comprehensive, group-wide sustainability report. This report reflects the global and strategic sustainability performance of the entire group. Through this integration, we benefit from a strong network, joint innovation projects, and international best practices that help us effectively implement our own sustainability measures. At the same time, we would like to highlight trans-o-flex's unique characteristics and strengths. Our regional roots, our direct lines of communication with customers and suppliers, and our individual projects can only be presented partially in the group report. This compact document is therefore intended to provide you with a transparent overview of our own performance and goals.

With this report, we aim to:

- Create transparency about our specific key performance indicators.
- Document responsibility for our direct actions.
- Clearly communicate performance and goals.
- Promote awareness of the importance of sustainable action.

## Our Group Report

For comprehensive insights into the Group's sustainability strategy, including international initiatives, supply chain responsibility, and global climate targets, please refer to the GEODIS Sustainability Report. It is available online at: <https://geodis.com/sustainabilityreport2024/>

## Outlook

In the coming years, we will regularly document and disclose our progress. Our overarching goal is aligned with the German federal government to become CO<sub>2</sub>e-neutral by 2045. All our efforts and measures are aimed at moving us closer to this goal step by step. Our goal is not just to achieve our interim targets, but to continuously exceed them – for the benefit of our environment, our customers, and our employees.

## Our areas of focus

	Measure 2024	Target by 2030
Energy efficiency	Conversion to LED lighting at 5 locations	100% LED quota
CO <sub>2</sub> -emissions (Scope 1 & 2) <sup>1</sup>	–	-42 % compared to 2022
CO <sub>2</sub> -emissions (Scope 3) <sup>1</sup>	–	-25 % per tkm compared to 2022
Employee training (in sustainability)	ESG workshops for site managers	100 % participation rate
Separate collection rate	Development of database for recyclable material tracking	>90 % separate collection rate
Occupational health and safety	–	100 % of sites ISO 45001 certified

<sup>1</sup> CO<sub>2</sub> emission targets for the scopes are in line with GEODIS' SBTi commitment

## Facts

For a quick overview, the most important ESG indicators for 2024 are listed below.

### A. Social

Men and women		Total
<b>Employees (Headcount) <sup>1</sup></b>	Persons	2.074
- of which men	Persons	1.508
- of which women	Persons	566
<b>Employees (Full-time equivalents)</b>	FTE	1.968,6
- of which men	FTE	1.460,3
- of which women	FTE	508,3
<b>Part-time employees (Headcount)</b>	Persons	245
- of which men	Persons	89
- of which women	Persons	156
<b>Nationalities <sup>2</sup></b>	Number	59
- of which men	Number	55
- of which women	Number	20
<b>Top management</b>	Persons	4
- of which men	Persons	4
- of which women	Persons	0
<b>Average length of service in years <sup>2</sup></b>	Years	13,1
- of which men	Years	13,4
- of which women	Years	12,5
<b>Employees with disabilities</b>	Persons	108
- of which men	Persons	83
- of which women	Persons	25
<b>Parental leave (taken)</b>	Persons	36
- of which men	Persons	10
- of which women	Persons	26
<b>Parental leave (return after completion)</b>	Persons	17
- of which men	Persons	10
- of which women	Persons	7
<b>New hires</b>	Persons	294
- of which men	Persons	219
- of which women	Persons	75
<b>Employee turnover (planned)</b>	Persons	2
- of which men	Persons	1
- of which women	Persons	1
<b>Employee turnover (unplanned)</b>	Persons	100
- of which men	Persons	88
- of which women	Persons	12
<b>Actual hours worked <sup>2</sup></b>	Hours	3.705.048

<sup>1</sup> Including trans-o-flex ThermoMed Austria

<sup>2</sup> Excluding trans-o-flex ThermoMed Austria

Administrative and Operational		Total
<b>Employees (Headcount) <sup>1</sup></b>	Persons	2.074
- of which administrative	Persons	1.250
- of which operational	Persons	824
<b>Employees (Full-time equivalents)</b>	FTE	1.968,6
- of which administrative	FTE	1.202,4
- of which operational	FTE	766,2
<b>Part-time employees (Headcount)</b>	Persons	245
- of which administrative	Persons	135
- of which operational	Persons	110
<b>Nationalities <sup>2</sup></b>	Number	59
- of which administrative	Number	38
- of which operational	Number	46
<b>Top management</b>	Persons	4
- of which administrative	Persons	4
- of which operational	Persons	0
<b>Average length of service in years <sup>2</sup></b>	Years	13,1
- of which administrative	Years	11,7
- of which operational	Years	15,5
<b>Employees with disabilities</b>	Persons	108
- of which administrative	Persons	51
- of which operational	Persons	57
<b>Parental leave (taken)</b>	Persons	36
- of which administrative	Persons	33
- of which operational	Persons	3
<b>Parental leave (return after completion)</b>	Persons	17
- of which administrative	Persons	14
- of which operational	Persons	3
<b>New hires</b>	Persons	294
- of which administrative	Persons	176
- of which operational	Persons	118
<b>Employee turnover (planned)</b>	Persons	2
- of which administrative	Persons	1
- of which operational	Persons	1
<b>Employee turnover (unplanned)</b>	Persons	100
- of which administrative	Persons	35
- of which operational	Persons	65

<sup>1</sup> Including trans-o-flex ThermoMed Austria

<sup>2</sup> Excluding trans-o-flex ThermoMed Austria

Age structure	Age	Total (number)
Employees (Headcount) <sup>1</sup>	< 30 Years	270
	30-50 Years	915
	>50 Years	889
Employees (Full-time equivalents)	< 30 Years	264,7
	30-50 Years	868,0
	>50 Years	840,1
Part-time employees (Headcount)	< 30 Years	12
	30-50 Years	121
	>50 Years	112
Nationalities <sup>2</sup>	< 30 Years	20
	30-50 Years	47
	>50 Years	36
Top management	< 30 Years	0
	30-50 Years	1
	>50 Years	3
Average length of service in years <sup>2</sup>	< 30 Years	2,4
	30-50 Years	9,0
	>50 Years	20,3
Employees with disabilities	< 30 Years	3
	30-50 Years	29
	>50 Years	76
Parental leave (taken)	< 30 Years	5
	30-50 Years	31
	>50 Years	0
Parental leave (Return after completion)	< 30 Years	2
	>50 Years	15
	30-50 Years	0
New hires	< 30 Years	112
	30-50 Years	136
	>50 Years	46
Apprentices and student trainees	< 30 Years	66
	30-50 Years	3
	>50 Years	0
Employee turnover (planned)	< 30 Years	0
	30-50 Years	1
	>50 Years	1
Employee turnover (unplanned)	< 30 Years	25
	30-50 Years	60
	>50 Years	15

<sup>1</sup> Including trans-o-flex ThermoMed Austria

<sup>2</sup> Excluding trans-o-flex ThermoMed Austria

Education and training (Men/Woman)		Total
Apprentices and student trainees	Persons	69
- of which men	Persons	49
- of which women	Persons	20
Training and further education hours (per employee) <sup>1</sup>	Hours	14,9
- of which men	Hours	13,6
- of which women	Hours	17,2
Training costs (per employee) <sup>1</sup>	Euro	646
- of which men	Euro	608
- of which women	Euro	715

Education and training (administrative/operational)		Total
Apprentices and student trainees	Persons	69
- of which administrative	Persons	65
- of which operational	Persons	4
Training and further education hours (per employee) <sup>1</sup>	Hours	14,9
- of which administrative	Hours	20,1
- of which operational	Hours	7,8
Training costs (per employee) <sup>1</sup>	Euro	646
- of which administrative	Euro	861
- of which operational	Euro	355

Work accidents (Men/Women)		Total
Work accidents (in general)	Number	53
- of which men	Number	47
- of which women	Number	6
Work accidents (fatal)	Number	0
- of which men	Number	0
- of which women	Number	0
Accident-related days lost	Number	1.723
- of which men	Number	1.363
- of which women	Number	360

Work accidents (administrative/operational)		Total
Work accidents (in general)	Number	53
- of which administrative	Number	11
- of which operational	Number	42
Work accidents (fatal)	Number	0
- of which administrative	Number	0
- of which operational	Number	0
Accident-related days lost	Number	1.723
- of which administrative	Number	406
- of which operational	Number	1.317

<sup>1</sup> Excluding trans-o-flex ThermoMed Austria

## B. Environment

Resources		Total
Water consumption	m <sup>3</sup>	12.240,42
Paper consumption	t	92,83
Plastic film consumption	t	398,32
Recycled paper	%	100
Recycled plastic film	%	15

Waste		Total
Waste (total)	t	2.968,68
Separate collection rate	%	78,54

Energy		Total
Electricity	kWh	17.007.163
- of which from renewable energies	kWh	17.007.163
- of which from own PV systems	kWh	62.490
Natural gas	kWh	25.637.448
Heating oil	kWh	3.392.520
Liquefied petroleum gas (LPG)	kWh	1.051.425
District heating	kWh	1.355.369
<b>Total energy consumption <sup>1</sup></b>	kWh	<b>48.443.925</b>

Emissions		Total
Scope 1	tCO <sub>2</sub> e	12.453
Scope 2 (market-based)	tCO <sub>2</sub> e	699
Scope 2 (location-based)	tCO <sub>2</sub> e	6.456
Scope 3 <sup>2</sup>	tCO <sub>2</sub> e	118.159
Proportion of alternative drive systems		
- Company cars	%	8,25
- Fleet vehicles	%	0
- Equipment for handling materials	%	100
Proportion of vehicles with EURO 6 standard	%	100
Environmental accidents	Number	0

<sup>1</sup> only for buildings

<sup>2</sup> upstream emissions

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## ***Legal notice***

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Unless otherwise indicated, the information in this report always refers to the trans-o-flex Group and the year 2024. For reasons of readability, the abbreviation trans-o-flex is used for the group of companies. If information refers to individual companies, this is mentioned separately. The masculine form is used to refer to persons (e.g. the customer). These terms are to be understood as gender-neutral. Despite careful editing, incorrect information may occur. The English translation was created on the basis of the German report.